EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL



Know Your Rights: Workplace Discrimination is Illegal

All aspects of employment, including:

Harassment (including unwelcome verbal

• Pay (unequal wages or compensation)

accommodation for a disability; pregnancy,

childbirth, or related medical condition; or a

sincerely-held religious belief, observance or

Obtaining or disclosing genetic information

Conduct that might reasonably discourage

someone from opposing discrimination,

filing a charge, or participating in an

Requesting or disclosing medical

information of employees

investigation or proceeding

• Discharge, firing, or lay-off

• Failure to provide reasonable

or physical conduct)

Hiring or promotion

Assignment

practice

Job training

Classification

of employees

Benefits

Referral

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

 Job applicants Union members and applicants for

membership in a union

What Organizations are Covered?

 Most private employers State and local governments (as employers) Educational institutions (as employers)

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, 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

of genetic tests, genetic services, or family medical history) Retaliation for filing a charge, reasonably

opposing discrimination, or participating Conduct that coerces, intimidates, threatens, in a discrimination lawsuit, investigation, or interferes with someone exercising or proceeding their rights, or so meone assisting or • Interference, coercion, or threats related to exercising rights regarding disability

encouraging someone else to exercise rights, regarding disability discrimination discrimination or pregnancy accommodation (including accommodation) or pregnancy accommodation **What Employment Practices can be Challenged as Discriminatory?** 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

in any of the following ways: **Submit** an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/

where you live/work). You can reach the EEOC

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 <u>www.eeoc.gov/field-office</u>) E-Mail info@eeoc.gov

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

action commitments of companies doing business with the Federal employment discrimination against, and requires affirmative action 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, veterans, or Armed Forces service medal veterans. employment discrimination by Federal contractors based on race, complaint of discrimination, participates in an OFCCP proceeding, or color, religion, sex, sexual orientation, gender identity, or national in all aspects of employment.

Asking About, Disclosing, or Discussing Pay Executive Order 11246, authorities should contact immediately: 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.

Programs (OFCCP) enforces the nondiscrimination and affirmative Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits

Government. If you are applying for a job with, or are an employee of, 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 National Origin Executive Order 11246, as amended, prohibits Retaliation Retaliation is prohibited against a person who files a

Additional information

about the EEOC, including

information about filing a

charge of discrimination, is

available at www.eeoc.gov.

otherwise opposes discrimination by Federal contractors under these origin, and requires affirmative action to ensure equality of opportunity Federal laws. Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's

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 Individuals with Disabilities Section 504 of the Rehabilitation Act of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil 1973, as amended, prohibits employment discrimination on the basis Rights Act of 1964, as amended, prohibits discrimination on the basis of disability in any program or activity which receives Federal financial of race, color or national origin in programs or activities receiving assistance. Discrimination is prohibited in all aspects of employment Federal financial assistance. Employment discrimination is covered by against persons with disabilities who, with or without reasonable Title VI if the primary objective of the financial assistance is provision accommodation, can perform the essential functions of the job. If of employment, or where employment discrimination causes or may you believe you have been discriminated against in a program of any 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.

institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

(Revised 6/27/2023)

ATTENTION EMPLOYEES AND APPLICANTS



ATTENTION EMPLOYEES AND APPLICANTS

This information must be posted at all times and available for your review. If you have any questions about these postings, please call the Wyoming Department of Workforce Services at (307) 777-8650 or 877-WORK-WYO.

This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. *This product is copyrighted by the institution that created it.*

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT





discriminating against past and present members of the uniformed services, and applicants to the uniformed services.





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

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and: you ensure that your employer receives advance written or

verbal notice of your 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 conclusion of service; and

you have not been separated from service with a disqualifying discharge or under other than honorable conditions. If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND **RETALIATION** If you:

 are a past or present member of the uniformed service; have applied for membership in the uniformed service; or • are obligated to serve in the uniformed service; then an employer may not deny you: • initial employment; • reemployment; retention in employment;
promotion; or
any benefit of employment because of this status. 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 service connection.

HEALTH INSURANCE PROTECTION

• If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military.

• Even if you don't elect to continue coverage during your military service, 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 Service (VETS) is authorized to investigate and resolve

complaints of 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.

Publication Date — May 2022

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 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.















EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires employers to display this poster minimum wage or overtime pay provisions of the law. Civil

where employees can readily see it. **OVERTIME PAY** At least 1 ½ times your regular rate of pay

for all hours worked over 40 in a workweek. **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 hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, nonhazardous jobs with certain work hours restrictions.

Different rules apply in agricultural employment. TIP CREDIT Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make

up the difference. **PUMP AT WORK** The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for her nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be

used by the employee to 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

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. **ADDITIONAL INFORMATION** Certain occupations and establishments are exempt

from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at

Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands. and the Commonwealth of Puerto Rico. Some state laws provide greater employee protections;

employers must comply with both. 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



UNEMPLOYMENT INSURANCE



Claims may be led by unemployed workers by telephone or by the Internet. Unemployment insurance taxes are paid by employers.

You are insured under the law

Department of Workforce Services Unemployment Insurance

> Division PO Box 2760

Casper, WY 82602 **Wyoming Claims Center**

In-State (307) 473-3789; Out-of-State (866) 729-7799

dws.wyo.gov

Unemployment Insurance Information

Internet Claims

dws.wyo.gov

HireWyo (find a job in Wyoming) hirewyo.com

WORKERS RIGHTS

Attention Employees



YOUR RIGHTS ARE PROTECTED!

The State of Wyoming requires labor law to be displayed in a conspicuous location accessible to all employees.

PAYDAY NOTICE

Regular Paydays for Employees of

(Company Name) Shall be as follows: Other Monthly Weekly Bi-Weekly

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.

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 in the private sector, subject to restrictions, to certain prospective employees 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 employer. The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with 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. THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB





NON-COMPETE CLAUSES

NON-COMPETE CLAUSES

Effective July 1, 2025, Wyoming law bans most non-

compete agreements made on or after the effective

date. The new law voids most agreements that restrict

a person's ability to earn compensation through labor.

However, there are exceptions for agreements related

to the sale of a business, trade secret protection, and

MINIMUM WAGE

\$5.15

Per Hour

A training wage of \$4.25 per hour is

allowed for employees under age 20

during the first 90 days of employment.

WITHHOLDING STATUS

YOU MAY NEED TO CHECK

YOUR WITHHOLDING

To any of these questions or you owed extra tax when you filed your last return, you

For more details, get Publication 919, How Do I Adjust My Tax Withholding?, or use the

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

will see it. Please indicate where they can get forms and information on this subject.

DISCRIMINATION

DISCRIMINATION

Discrimination is Against the Law

The Wyoming Fair Employment Practices Act of 1965, as amended,

To discriminate in matters of compensation or the terms, conditions or

privileges of employment against any person otherwise qualied because of:

Information and materials pertaining to Equal Employment Opportunity may

be obtained in writing at the below address. If you feel that you have been

discriminated against in matters of employment, contact the below address.

Wyoming Department of Workforce Services Fair

Employment Program

Labor Standards

5221 Yellowstone Road,

Cheyenne, WY 82002

(307) 777-7261

Age

Ancestry

Disability

National Origin

makes it an unlawful employment practice for an employer to:

Department of the Treasury

Since you last filed form W-4 with your employer did you...

Your nonwage income (interest, dividends, capital gains, etc.)?

Your family wage income (you or your spouse started or ended

See your employer for a copy of Form W-4 or call the IRS at

1-800-829-3676. Now is the time to check your withholding.

Marry or divorce?

Change your name?

Gain or lose a dependent?

Your itemized deductions?

If you can answer "YES"...

Withholding Calculator at

Wyoming

To discharge

To demote

Refuse to promote

Race

Color

Creed

Sex

may need to file a new form W-4.

www.irs.gov/individuals on the IRS web site.

WYOMING STATE MINIMUM WAGE

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR 1-866-487-9243 www.dol.gov/agencies/whd



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 **jobprotected leave** for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD)

Eligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month period for:

 The birth, adoption or foster placement of a child with you, Your serious mental or physical health condition that makes

you unable to work,

Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.

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 intermittently in separate blocks of time, or **on a reduced schedule** by working less hours each day or week.

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

Am I eligible to take FMLA leave? You are an eligible **employee** if **all** of the following 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 months before your leave, and Your employer has at least 50 employees within 75 miles of

Airline flight crew employees have different "hours of service"

You 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

You work for an elementary or public or private secondary school, or You work for a public agency, such as a local, state or federal

Title II of the FMLA, administered by the Office of Personnel How do I request FMLA leave? Generally, to request FMLA

Follow your employer's normal policies for requesting leave, Give notice at least 30 days before your need for FMLA leave, or If advance notice is not possible, give notice as soon as

determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously **taken** or approved for the same reason when requesting additional leave.

Your **employer may request certification** from a health care provider to verify medical leave and may request certification of

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical

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

What does my employer need to do? If you are eligible for

FMLA leave, your **employer must**:

 Allow you to take job-protected time off work for a qualifying • Continue your group health plan coverage while you are on

including shift and location, at the end of your leave. 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 under the FMLA, your **employer must confirm** whether you are eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must

notify you in writing: About your FMLA rights and responsibilities, and • How much of your requested leave, if any, will be FMLA-

protected leave. Where can I find more information? Call **1-866-487-9243** or visit **dol.gov/fmla** to learn more. If you

file a complaint with WHD or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD complaint process.



WH1420 REV 04/23

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.

WORKERS' COMPENSATION



Your employer may have qualied with the Workers' Compensation Division for the coverage of injuries arising out of and in the course of employment. While at work in or about the premises occupied, used or controlled by the employer. This coverage is required for extra hazardous industries and occupations. Employers in non-extra hazardous industries may opt for this coverage level, as well.

In the event of a work-related injury

2. Submit a written report of your injury to Wyoming Workers' Compensation within 10 days of the

incident. You must complete and sign the "Wyoming Report of Injury" form. If your employer does not have any forms, call (307) 777-7441, or contact your nearest Workforce Center, for information on how or where to obtain an injury report form. This form can also be found on our website at dws.wyo.gov.

3. Submit the form to a local Workers' Compensation office or representative, or mail it to: Wyoming Workers' Compensation

apply for benets. To obtain the appropriate application form, contact Workers' Compensation. For more detailed information or assistance concerning benets and procedures, call the Wyoming Workers' Compensation Division at (307) 777-7441 or visit **dws.wyo.gov**.

OCCUPATIONAL SAFETY AND HEALTH PROTECTION



HEALTH AND SAFETY PROTECTION ON THE JOB

The Wyoming Occupational Health and Safety Act provides job health and safety protection for workers employed by general business and industry throughout the state as well as for all

The Wyoming Department of Workforce Services, OSHA Division, created by the Act, has primary responsibility for administering the Act, and the Occupational Health and Safety Commission promulgates rules and regulations for workplace health and safety

standards as authorized by the Act. Safety on the job is everybody's responsibility!

Employers

from recognized hazards that are causing or that are likely to cause death or serious physical harm. **Employees**

this Act, which are applicable to their own action and conduct.

Employer Reporting Requirements Report to OSHA all work-related fatalities within 8 hours, and all

Inspection

The Act requires that a representative or representatives of the employers and a representative or representatives authorized by the employees shall be given an opportunity to accompany the Compliance Officer before or during the physical inspection of any workplace for the purpose of aiding such inspection.

Where there is no authorized employee representative, the authorized Compliance Officer shall consult with a reasonable number of employees concerning matters of safety and health.

Violation

If upon inspection Wyoming OSHA Division determines that an employer has violated the Act, a citation and notification of penalty will be issued to the employer within 180 days following the occurrence of the violation. Each notice of violation will specify a time period within which the violation must be corrected.

conspicuous place at or near the site of the violation until the violation is corrected, or for three working days, whichever period is longer.

Voluntary Action

available upon a written request from employers. These services include but are not limited to courtesy visits (without assessment of penalties), health and safety training and consultative services. Complaint Employees or their representatives have the right to le a complaint with Wyoming OSHA requesting an inspection if they believe

Revised September 6, 2023

Wyoming Department of Workforce Services Notice to Employees **Health and Safety Protection on the Job**

Penalty

An employee who believes he or she has been discriminated against through retaliatory action by your employer may file a complaint with Wyoming OSHA Division, Cheyenne, Wyoming 82002 and/or the Regional

Any willful violation resulting in the death of an employee, upon conviction of an employer, is punishable by fines, by imprisonment

retaliated against.

employer after a first conviction doubles these maximum penalties. 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

for not more than six (6) months, or both. Conviction of an

Office of OSHA, U.S. Department of Labor, at the Address listed

below this notice within 30 days of the alleged discrimination.

 Receive information and training on job hazards, including all hazardous substances in your workplace.

contact OSHA on your behalf. Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.

Request copies of your medical records, tests that Measure hazards

illegal to retaliate against an employee for using any of their rights

• Request an OSHA inspection of your workplace if you believe

there are unsafe or unhealthy conditions. OSHA will keep your

name confidential. You have the right to have a representative

• File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.

See any OSHA citations issued to your employer.

in the workplace, and the Workplace injury and illness log. • Provide employees a workplace free from recognized hazards. It is

under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness. • Comply with all applicable OSHA standards. Provide required training to all workers in a language and

• Post OSHA citations at or near the place of the alleged violations

for a minimum of 3 days or until all the citations are abated

vocabulary they can understand. Prominently display this poster in the workplace.

Note: Additional information may be obtained from... Wyoming OSHA

(307) 777-7786 | dws.wyo.gov

Cheyenne, Wyoming 82002

THIS NOTICE SHALL BE CONSPICUOUSLY POSTED IN EACH PLACE OF EMPLOYMENT IN THE STATE OF WYOMING AS REQUIRED BY THE RULES OF PRACTICE AND PROCEDURE.

Under a place approved by the U.S. Department of Labor, Occupational Safety and Health Administration (OSHA), the State of Wyoming is providing job safety and health protection for workers throughout the state. OSHA will monitor the operation of this plan to assure that continued approval is merited. Any person may make a complaint regarding the state administration of this place directly to the Regional Once of OSHA, U.S. Department of Labor, Occupational Safety and Health Administration, 1999 Broadway #1690, Denver, CO 80202-5716, Phone: (303) 844-1600.

WY-0825-F04

enforces the FMLA for most employees.

To care for your spouse, child or parent with a serious mental or physical health condition, and

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 servicemember.

Read Fact Sheet #28M(c) for more information.

which you need FMLA leave.

your work location.

calendar year,

government agency. Most federal employees are covered by

a qualifying exigency.

You do not have to share a medical diagnosis but must

provide enough information to your employer so they can

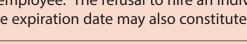
the U.S. Office of Personnel Management or Congress.

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,

believe your rights under the FMLA have been violated, you may







1. Notify your employer how and when you were injured within 72 hours of the incident.

PO Box 20207 Cheyenne, WY 82002 The ling of an injury report is not a claim for lost wages or any other Workers' Compensation benet. You must



agreements with executive-level personnel. employees of the state and its political sub-divisions. Wyoming Statute § 1-23-108

Each employer shall provide a place of employment which are free

Each employee shall comply with occupational safety and health standards and all rules, regulations and orders issued pursuant to

inpatient hospitalizations, amputations and losses of an eye within

Consultative Services is responsible for providing free technical assistance to all employers, associations, state and local governments working within the boundaries of Wyoming. These services are

The notice of violation must be prominently posted in a

unsafe or unhealthful conditions exist in their workplace. Wyoming OSHA will withhold complainant names. The Act provides that employees may not be discharged or

Publication 213 (Rev. 8-2009) Cat. No. 11047P

discriminated against in any way for ling safety and health complaints or otherwise exercising their rights under the Act. Note: Discrimination cases do not have a set number of days to issue a citation for protected activity.