

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?
Most workers (current and former), including managers and temporary employees
- Union members and applicants for membership in a union
What Organizations are Covered?
- State and local governments (as employers)
- Educational institutions (as employers)
- Unions
- Staffing agencies

What Types of Employment Discrimination are Illegal?
Under the EEOC's laws, an employer may not discriminate on the basis of your race, color, sex, national origin, age, or immigration status, on the basis of:
- Race
- Color
- National origin
- Religion
- Sex (including pregnancy and related conditions, sexual orientation, or gender identity)
- Age (40 and older)
- Disability

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS
Federal contractors and subcontractors are prohibited from discriminating against employees on the basis of race, color, sex, national origin, age, or immigration status. If you believe you've been discriminated against, you should contact the EEOC promptly. If you suspect a contractor is discriminating, you should contact the EEOC promptly. If you suspect a contractor is discriminating, you should contact the EEOC promptly.

PROGRAMS ON ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE
Individuals with disabilities are protected from discrimination on the basis of their disability in any program or activity that receives federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities, with or without reasonable accommodations, on the basis of their disability.

ANTI-DISCRIMINATION NOTICE
It is illegal to discriminate against individuals. Employers CANNOT specify which documents 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.

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.

MAINE MINIMUM WAGE
Under Maine labor laws, any business operating in the state with one employee is automatically covered by state law. This includes all public and private employers regardless of profit size. Effective January 1, 2023, the minimum wage in Maine is \$13.80 per hour.

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VIDEO DISPLAY TERMINALS

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/>

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FMLA - FAMILY AND MEDICAL LEAVE ACT

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT
THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

LEAVE ENTITLEMENTS Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:
- The birth of a child or placement of a child for adoption or foster care
- To bond with a child leave must be taken within 1 year of the child's birth or placement)
- To care for the employee's spouse, child, or parent who has a qualifying serious health condition
- For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job
- For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent
- An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.
An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule.
Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.
BENEFITS & PROTECTIONS While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave. Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.
An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.
ELIGIBILITY REQUIREMENTS An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:
- Have worked for the employer for at least 12 months
- Have at least 1,250 hours of service in the 12 months before taking leave, and
- Work at a location where the employer has at least 50 employees within 75 miles

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