

U.S. Equal Employment Opportunity CommissionKnow 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?

Employers (current and former), including managers and temporary employees

- All applicants
- Contractors and applicants for membership in a union

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 basis 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 test, genetic services, or family medical history)

Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination law enforcement, investigation, or proceeding (investigation, conciliation, or threat-related to exercising rights regarding discrimination or pregnancy accommodation)

What Organizations are Covered?

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

What Employment Practices can be Challenged as Discriminatory?

All aspects of employment, including:

- Recruiting, hiring, firing, or layoff
- Harassment (including unwelcome verbal or physical conduct)
- Pay and promotion
- Assignment
- Pay (independent wages or compensation)
- Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely held religious belief, observance or practice
- Benefits
- Job training
- Qualifications
- Retaliation
- Sexual harassment
- Organizing or discussing your grievance information of employers
- Requesting or disclosing medical information of employees
- Conduct that may reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding
- Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or someone soliciting or encouraging someone else to retaliate against, regarding disability discrimination (including accommodation) or pregnancy accommodation

What Can You Do If You Believe Discrimination Has Occurred?

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/SignIn.aspx>

Call
 1-800-669-4000 (toll free)
 1-800-669-8200 (TDD)
 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.

PROTECTED VETERAN STATUS

The Vietnam 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 EEOC proceeding, or otherwise opposes discrimination by federal contractors under these Federal laws.

Any person who believes a contractor has violated its non-discrimination or affirmative action obligations under OFCPS's workplace policies should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP)
 U.S. Department of Labor
 200 Constitution Avenue, N.W.
 Washington, D.C. 20510
 1-800-367-4321 (toll free)

If you are not sure, hard of hearing or have a speech disability, please dial 7-1-1 or use the information relay services. OFCCP may also be contacted by submitting a question online at OFCCP's Help Desk (<http://www.ofccphelpdesk.gov>), by calling an OFCCP relay or direct office line, or by email (complaints@ofccp.dhs.gov) under the Government Operations Law and an OFCCP Contact Us link's webpage at <https://www.dhs.gov/agencies/ofccp/contact>.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

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

Race, Color, National Origin, Sex, Sexual Orientation, Gender Identity, National Origin

Executive Order 12968, 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.

Age, Disability, Pregnancy, or Genetic Information

Asking About, Disclosing, or Discussing Pay

Executive Order 12146, 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 harassment in employment, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by federal contractors. Disability discrimination includes not making reasonable accommodations to the known physical or mental limitations of an otherwise qualified individual with a disability who is applying for or performing a job. Barring underbidding by federal contractors. 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 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, the Department of Labor's Office of Federal Contract Compliance Programs enforces the basis of race, color, 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 occurs or may cause discrimination in providing services under that program. Title VI 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 accommodations, 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.

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VA Department of Labor and Industry Seizure First Aid How to help someone having a seizure	
1	STAY with the person until they are awake and alert after the seizure. ✓ Time the seizure ✓ Remain calm ✓ Check for medical ID
2	Keep the person SAFE. ✓ Move or guide away from harm
3	Turn the person onto their SIDE if they are not awake and aware. ✓ Keep airway clear ✓ Loosen tight clothes around neck ✓ Put something small and soft under the head
Call 911 if...	▶ Seizure lasts longer than 5 minutes ▶ Repeated seizures ▶ Person does not return to their usual state ▶ First time seizure ▶ Person is injured, pregnant, or sick ▶ Difficulty breathing ▶ Seizure occurs in water
Do NOT	✗ Do NOT restrain. ✗ Do NOT put any objects in their mouth. ✓ Rescue medicines can be given if prescribed by a health care professional
Learn More and Register for Training: epilepsy.com/firstaid	

EPILEPSY
FOUNDATION

epilepsy.com
24/7 Helpline: 1-800-332-1000

In Partnership with
Virginia Department
of Labor and Industry

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

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DEPARTMENT OF LABOR AND INDUSTRY

Job Safety and Health Protection

THE VIRGINIA OCCUPATIONAL SAFETY AND HEALTH (VOSH) LAW, BY AUTHORITY OF TITLE 40.1 OF THE LABOR LAWS OF VIRGINIA, PROVIDES JOB SAFETY AND HEALTH PROTECTION FOR WORKERS. THE PURPOSE OF THE LAW IS TO ASSURE SAFE AND HEALTHFUL WORKING CONDITIONS THROUGHOUT THE STATE. THE VIRGINIA SAFETY AND HEALTH CODES BOARD PROMULGATES AND ADOPTS JOB SAFETY AND HEALTH STANDARDS, AND EMPLOYERS AND EMPLOYEES ARE REQUIRED TO COMPLY WITH THESE STANDARDS. THESE STANDARDS MAY BE FOUND AT THE FOLLOWING WEB ADDRESS: https://doli.virginia.gov/regulatory_information/. YOU MAY ALSO CONTACT THE DEPARTMENT OF LABOR AND INDUSTRY OFFICES LISTED BELOW TO RECEIVE PRINTED COPIES OF THE VIRGINIA UNIQUE STANDARDS AND OBTAIN THE NAMES OF PUBLISHERS OF THE FEDERAL IDENTICAL STANDARDS.

Employers

Each employer shall furnish to each of his employees employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious harm to his employees, and shall comply with occupational safety and health standards issued under the law.

Employees

Each employee shall comply with all occupational safety and health standards, rules, regulations and orders issued under the Law that apply to his own actions and conduct on the job.

Inspection

The Law requires that a representative of the employer and a representative authorized by the employees be given an opportunity to accompany the VOSH inspector for the purpose of aiding the inspection.

Complaint

Employees or their representatives have the right to file a complaint with the nearest VOSH office requesting an inspection if they believe unsafe or unhealthy conditions exist in their workplace. VOSH will withhold, on request, names of employees filing complaints. Complaints may be made at the Department of Labor and Industry addresses shown below.

Discrimination

It is illegal to retaliate against an employee for using any of their right under the law, including raising a safety or health concern with the employer or VOSH, or reporting a work-related injury or illness.

An employee who believes they have been discriminated against for exercising their rights under the Law, may file a complaint with the Commissioner of the Virginia Department of Labor and Industry within 60 days of the alleged discrimination.

Where there is no authorized employee representative, the VOSH inspector must consult with a reasonable number of employees concerning safety and health conditions in the workplace.	Citation If upon inspection VOSH believes an employer has violated the Law, a citation alleging such violations will be issued to the employer. Each citation will specify a time period within which the alleged violation must be corrected. The VOSH citation must be prominently displayed at or near the place of alleged violation for three days or until the violation is corrected, whichever is later, to warn employees of dangers that may exist there.
Proposed Penalty The Law provides for mandatory penalties against private sector employers of up to \$15,875 for each serious violation and for optional penalties of up to \$15,875 for each other—than—serious violation. Penalties of up to \$15,875 per day may be proposed for failure to correct violations within the proposed time period. Also, any employer who willfully or repeatedly violates the Law may be assessed penalties of up to \$18,725 for each such violation.	CSPA Complaints about State Plan Administration: Any person may complain to the Regional Administrator of OSHA (address below) concerning the Administration of the State Safety and Health Program. State Coverage The VOSH program shall apply to all public and private sector businesses in the State except for Federal agencies, businesses under the Atomic Energy Act, railroad rolling stock and tracks, certain Federal enclaves, and businesses covered by the Federal Maritime jurisdiction.
Public Sector employers, all departments, agencies, institutions or other political subdivisions of the Commonwealth, are subject to the penalty provisions of 16WAC 25-60-260. Criminal penalties are also provided for in the Law. Any willful violation resulting in the death of an employee is punishable, upon conviction, by a fine of not more than \$70,000 or by imprisonment for not more than six months, or by both. Subsequent conviction of an employer after a first conviction doubles these maximum penalties.	Voluntary Activity Voluntary efforts by the employer to assure its workplace is in compliance with the Law are encouraged. Voluntary Safety and Health Consultation and Training Programs exist to assist employers. These services may be obtained by contacting the Department of Labor and Industry addresses Recordkeeping Employers now have a new system for tracking workplace injuries and illnesses. OSHA's new recordkeeping log (Form 300) is simple to understand and use. Using a question and answer format, the revised recordkeeping rule provides guidance for recording occupational injuries and illnesses and explains how to classify specific cases. Smaller employers (10 or fewer employees) are exempt from most requirements. To see if your industry is partially exempt, visit the OSHA Website at www.osha.gov/recordkeeping/pub3169text.html.
VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY BRIDGEMOORE PLAZA 6606 WEST BROAD ST., SUITE 500 RICHMOND, VIRGINIA 23230 VOICE (804) 371-2327 FAX (804) 371-6524 www.doli.virginia.gov	Accident Reporting All fatalities must be reported to VOSH within eight (8) hours. All injuries or illnesses that result in an in-patient hospitalization, amputation or loss of an eye must be reported to VOSH within twenty-four (24) hours. Failure to report may result in significant monetary penalties. U.S. DEPARTMENT OF LABOR OSHA REGIONAL ADMINISTRATOR THE CURTIS CENTER, STE 740 WEST 170 SOUTH INDEPENDENCE MALL WEST PHILADELPHIA, PA 19106-3309 (215) 861-4900
Headquarters	OCCUPATIONAL SAFETY AND HEALTH OFFICE LOCATIONS Northwest Virginia: Manassas Southwest: Roanoke Lynchburg

BOODLEHEAD PLACE 6606 WEST BROAD STREET, SUITE 500 RICHMOND, VIRGINIA 23230 (804) 371-2327	9400 INDEPENDENT DRIVE, SUITE 120, MANASSAS, VA 20110. (703) 392-0900	3013 PETERS CREEK ROAD ROANOKE, VA 24019 (540) 562-3580	3704 Old FOREST ROAD SUITE B LYNCHBURG, VA 24501 (434) 385-0806
Central Virginia/Richmond NORTH RIVER BUSINESS PARK 1570 EAST PAMUNOA ROAD RICHMOND, VA 23228 (804) 371-3104	Tidewater/Norfolk 6363 CENTER DRIVE BUILDING G, SUITE 101 NORFOLK, VA 23502 (757) 455-0891	Abingdon The Johnson Center 468 EAST MAIN STREET, SUITE 114, ABINGDON, VA 24210 (276) 676-5465	Verona P.O. Box 772 201 LEIGHWAY VERONA, VA 24482 (540) 248-9280