**Equal Employment Opportunity is THE LAW**

**Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations**

- Federal, State, and local governments are obligated to serve in the uniformed service; and
- Federal, State, and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government for non-qualifying purposes.

**Race, Color, Religion, Sex, National Origin, Age, Disability, and Status as a covered veteran**

- **Race:** You must be treated equally regardless of race.
- **Color:** You must not be discriminated against because of your skin color.
- **Religion:** You have the right to practice your religion. This includes attending religious services or practicing religious beliefs.
- **Sex:** You have the right to be treated equally whether you are male or female.
- **National Origin:** You must be treated equally regardless of where you were born.
- **Age:** You must be treated equally whether you are young or old. This includes being able to work, retire, and be treated equally with respect to benefits.
- **Disability:** You have the right to be treated equally whether you are physically or mentally disabled.
- **Covered Veterans:** You have the right to be treated equally whether you are a veteran or a person with a disability.

**REALESTATEMENT**

- If you are eligible to be reemployed, you must be restored to your former job in a timely manner after conclusion of service; and
- If you are disabled and, after reasonable efforts to restore you to the former position have been exhausted, you must be provided other suitable employment.

**REMEMBER**

- The Department of Labor may review such matters administratively or through court action. The employees that have been subjected to violations of the law, if voluntarily at or after the close of employment, may be entitled to receive a penalty of up to $50,000 for each violation.

**Civil Rights**

- You have the right to file a complaint or to pursue any other legal remedy. If you believe that you have been discriminated against or that an employer has not complied with the Act, you can file a complaint with the Equal Employment Opportunity Commission (EEOC).

**Employer and Employee Responsibilities**

- The employer must ensure that the employee is notified of their rights under the Act.
- The employee must have the right to be treated equally.

**FLSA: Fair Labor Standards Act**

- The FLSA defines “wage and hour” violations as those involving minimum wage violations or overtime violations. In addition, a civil money penalty of up to $11,000 may be assessed for each violation.

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**OSHA: Occupational Safety and Health Act of 1970**

- Employers must comply with the Act to ensure the safety and health of their employees.
- Employers must provide a safe and healthful working environment to protect their employees.

**OSHA: Occupational Safety and Health Administration of the U.S. Department of Labor**

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**EEOC: U.S. Equal Employment Opportunity Commission**

- Employers must provide a safe and healthful working environment to protect their employees.
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**FMMLA: Family and Medical Leave Act of 1993**

- Employers must provide a safe and healthful working environment to protect their employees.
- Employers must provide a safe and healthful working environment to protect their employees.

**EPPA: Employee Polygraph Protection Act**

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