EMPLOYERS FILING FEDERAL CONTRACTS OR SUBCONTRACTS

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, DISABILITY, VETERANS

Section 503 of the Rehabilitation Act of 1973, as amended, prohibits discrimination on the basis of physical or mental disability in employment or in the terms and conditions of employment of any persons in the United States employed by an employer that has a contract or subcontract with the Federal Government of over $50,000. The Act prohibits Federal contractors or subcontractors from using employment discrimination to deny a qualified handicapped individual opportunities to work in covered positions with them.

The Act requires Federal contractors or subcontractors to display a poster that may be viewed on the internet at this address: www.contractorsposter.com. The poster contains a list of supporters of the Act, a statement to ensure that Equal Employment Opportunity is a matter of corporate responsibility, and information on how to file a complaint with the Equal Opportunity Employment Commission.

As a Federal contractor, you are required to provide equal employment opportunity to all individuals, including veterans and individuals with disabilities. You must take affirmative action to ensure that qualified disabled individuals are provided reasonable accommodations and other accommodations if necessary to equally participate in the application process or the work environment.

EMPLOYMENT POLICY PROTECTION ACT

You are entitled to copies of your medical records, to be provided by your employer, unless there is a compelling business reason to deny requests for copies of medical records.

Automatically generated translation.

It's the law!

You have the right to notify your employer or OSHA about workplace hazards. You may ask OSHA to keep your complaint confidential. You have the right to receive an OSHA inspection if you believe there are unsafe and unhealthful conditions in your workplace. Your employer or any representative may participate in that inspection. You can file a complaint with OSHA within 30 days of notification or by your employer for making safety and health complaints or for exercising your rights under the OSHA Act. You have the right to see OSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violations.

You must report workplace hazards to OSHA if you believe that you are unsafe or unhealthful conditions in your workplace. Your employer may represent you at the hearing. Your employer may have a union present in the case referred to the Department of Justice or the Office of Special Counsel, as applicable, to protect your interests. Your employer may also notify OSHA of any employer agreements with OSHA in the case referred to the Department of Justice or the Office of Special Counsel, as applicable, to protect your interests.

You or your representative may participate in the hearing before the Department of Justice.

You may appeal an OSHA citation to the review of your employer's health and safety standards to OSHA, or by your employer for making safety and health complaints or for exercising your rights under the OSHA Act.

You must comply with all occupational safety and health standards issued under the OSHA Act and modify your workplace to apply to your own actions and conduct on the job.

EMPLOYERS:

You must furnish your employees a place of employment free from recognized hazards. You must comply with the occupational safety and health standards issued under the OSHA Act.

There are strict time limits for filing complaints. It is important to receive the assistance of your employer's safety and health standards.

To protect your company from being found in violation of the Federal minimum wage laws, the Secretary of Labor may assess civil money penalties of up to $10,000 per violation. If you are found in violation of the Federal minimum wage laws, you may be assessed civil money penalties of up to $10,000 per violation.

You must file a complaint with OSHA within 30 days of notification or by your employer for making safety and health complaints or for exercising your rights under the OSHA Act.