

THE LAW

AGE
The Age Discrimination in Employment Act of 1997, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in triving, promotion, discriming, pay from exempts, so training, dissectionable, internat and other aspects.

6. COLOR RELIGION, SEX NATIONAL ORIGIN ulike Order 11248, as alreaded, prohibits you discrimination or asis of rate, sale, and region, see or rational origin, and requires active action to enterine equatry of opportunity in all appeals of Tablish to shiften var
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Any person who believes a contractor has visited its rondeclining-folior of attending action obligations under the authorities above should contact immediately. DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMID PORCES SERVICE MEDIAL VETERANS. The Vertical Residence of the Control of 1974, as amended, 38 U.S.C. 4273, portions pic discrimination and requires affirmative action to employ and advance in employment disabled vectors in recent seasonal vertical residence.

ff you believe you have been distrinized against in a program of any institution which measure Federal financial assistance, you shall of immediately contact the Federal agency providing such assistance.

RETALIATION
Retailation is prohibited against a genuon who files a complaint of discrimination, participates in an OP-COP proceeding, or otherwise conseas discretization under these Desired lines.

REYALISTION
All of these Federal laws prohibit covered entities from retailating against a person who files a charge of discrimination, participates in a decrimination proceeding, of otherwise opposes an unswell-amonoment reservice.

are strict time limits for filing charges of employment decrinito preserve the ability of listificit to act on your behalf and to
your right to live a playing leavant, should you unitrately need
to should contact listificity promptly when decrimination in
close.

WHAT TO DO IF YOU OCCUPIED.
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YOUR RIGHTS UNDER USERRA

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Job Safety and Health IT'S THE LAW!

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 retaliated against.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.

- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

Contact OSHA. We can help.

- Comply with all applicable OSHA stand-ards

- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.go

EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE

\$7.25 PER HOUR BEGINNING JULY 24, 2009

The cart also SWHE WASE AND HOUR DIVISION UNITED STATES EXPANTMENT OF LABOR

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

Employees do not have in other a medical diagnosis, but must provide enough information to the employer as it can observe the experiments of the provided in the control of the provided in the control of the control o

1-866-4-USWAGE

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EMPLOYEE POLYGRAPH PROTECTION ACT

The Act permits polygoph (a kind of Se detector) sees to be administered in the private sector, subject to sestictions, to cerain prospective employees of security service firms (amoned car, sterm, and quart), and of pharmaceutical manufac

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.





Compliance Signs.com NOTICE TO EMPLOYERS:

This poster is designed to fulfill Federal and State workplace posting requirements. Keep this posted in a conspicuous place.

You may wish to consult with legal counsel for any additional posting requirements for your business.

EQUAL PAY FOR EQUAL WORK ACT

POST IN PROMINENT PLACE AS REQUIRED BY LAW

VACATION

PAID VACATION

ESTABLISHED EMPLOYER CUSTOM, PRACTICE OR POLICY

GEORGIA DEPARTMENT OF LABOR



NO SMOKING

UNEMPLOYMENT INSURANCE IS NOT PAYABLE

WHEN YOU ARE ON



O.C.G.A. § 31-12A-1 et seq.

BILL OF RIGHTS FOR THE INJURED WORKER

As required by law, O.C.G.A. \$54-941.1, this is a summary of your rights and responsibilities. The Worken' Compensation Law provides you, as a worker in the Sales of Georgia, with cariant rights and approxibilities should you be injured on the job. The Worken' Compensation Law provides you coverage for a work-related tripey even if an injury occurs on the first day on the job. In addition to rights, you also have custine responsible. You will not an adjustmental to the control dollars.

- Address was also as a second of sign due to proving you will be appricated as a found of second or sign of the second or secon
- When you are able to return to work, but can only get a lower paying job as a result of your injury,
- In this first case in the state of the state

GEORGIA STATE BOARD OF WORKERS' COMPENSATION

- The extension of control to the cont

 - Any request for reimbursement to you for missage or other expenses related to medical care must be submitted to the insurance carrier/employer within one year of the date the expense was incurred.

OFFICIAL NOTICE

WORKERS MUST REPORT ALL ACCIDENTS IMMEDIATELY TO THE EMPLOYER PROBABLY, AN AGENT, REPRESENTATIVE, BOSS, SUPERVISOR, OR FOREMAN.

Reorder: LLP1-Georgia www.ComplianceSigns.com

UNEMPLOYMENT INSURANCE FOR EMPLOYEES

Your job with this employer is covered by the Employment Security Law. You may be able to establish a claim for Unemployment Insurance if you become TOTALLY or PARTIALLY unemployed through no fault of your own and comply with all requirements.

YOU MAY FILE A CLAIM FOR UNEMPLOYMENT INSURANCE BENEFITS VIA THE INTERNET AT dol.georgia.gov. YOU MAY ALSO FILE A CLAIM IN PERSON AT ANY GEORGIA DEPARTMENT OF LABOR (GDOL) CAREER CENTER LISTED BELOW. THE GEORGIA EMPLOYMENT SECURITY LAW STATES FOR EACH WEEK YOU CLAIM UNEMPLOYMENT BENEFITS YOU MUST:

BE UNEMPLOYED, ABIL to work, AMALABLE for work, ACTIVISLY SEEKING WORK, and be willing to immediately accept suitable work.

Register for employment services with the Georgia Department of Labor.

Report weekly work search contribut, all earnings each week, and any plor refusal.

GEORGIA DEPARTMENT OF LABOR



