EEOC may be able to help.

What Organizations are Covered?

State and local governments (as employers)

Educational institutions (as employers)

Employees (current and former), including managers and

Union members 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

· Sex (including pregnancy and related conditions, sexual

Genetic information (including employer requests for,

Retaliation for filing a charge, reasonably opposing

or purchase, use, or disclosure of genetic tests, genetic

discrimination, or participating in a discrimination lawsuit,

Interference, coercion, or threats related to exercising

rights regarding disability discrimination or pregnancy

What Employment Practices can be Challenged as

Harassment (including unwelcome verbal or physical

Failure to provide reasonable accommodation for a disability

or a sincerelyheld religious belief, observance or practice

• Obtaining or disclosing genetic information of employees

• Requesting or disclosing medical information of employees

Conduct that might reasonably discourage someone from

opposing discrimination, filing a charge, or participating in an

Conduct that coerces, intimidates, threatens, or interferes

with someone exercising their rights, or someone assisting

or encouraging someone else to exercise rights, regarding

disability discrimination (including accommodation) or

What can You Do if You Believe Discrimination has

Contact 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

Submit an inquiry through the EEOC's public portal: https://

Additional information about the EEOC, including information

about filing a charge of discrimination, is available at www.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR

The Department of Labor's Office of Federal Contract

nondiscrimination and affirmative action commitments of

companies doing business with the Federal Government.

If you are applying for a job with, or are an employee of, a

Compliance Programs (OFCCP) enforces the

publicportal.eeoc.gov/Portal/Login.aspx

1–844–234–5122 (ASL video phone)

Visit an EEOC field office (information at

Call 1–800–669–4000 (toll free)

1-800-669-6820 (TTY)

www.eeoc.gov/field-office)

E-Mail info@eeoc.gov

SUBCONTRACTS

Who is Protected?

Job applicants

Unions

bases of:

Religion

Disability

National origin

accommodation

Discriminatory?

Hiring or promotion

conduct)

Benefits

Job training

Classification

following ways:

Assignment

Age (40 and older)

orientation, or gender identity)

services, or family medical history)

All aspects of employment, including:

Pay (unequal wages or compensation)

investigation, or proceeding.

· Discharge, firing, or lay-off

investigation or proceeding.

pregnancy accommodation

Race

Color

Staffing agencies

temporary employees

Most private employers

discriminated against at work or in applying for a job, the

protected under Federal law from discrimination on the

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin Executive Order 11246, 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. **Asking About, Disclosing, or Discussing Pay** Executive Order 11246, 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 discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. 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. **Protected Veteran Status** The Vietnam Era 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 is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately: The Office of Federal Contract Compliance Programs

(OFCCP) U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210 1-800-397-6251 (toll-free) If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay

services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at https:// ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at https://www.dol.gov/agencies/ofccp/contact. 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, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race,

color or 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 causes or may cause discrimination in providing services under such programs. Title IX 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 accommodation, 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.

Workers' Compensation Senate Bill

20 Miss. Admin. Code, Pt. 1, R. 2.20; Mississippi Workers' Compensation Commission Procedural Rule 20 (final text of the rule as it will appear for publication in the Administrative Code): Rule 2.20 Filing of Pleadings and Other Documents. Except for the claimant's petition to controvert (in triplicate); proposed order for approval of settlement (original and three copies); and briefs to the Full Commission (original and two copies); only one copy of a pleading or other document is required to be filed at the Commission. Once a case is controverted, each party shall certify that he or she has sent a copy of the pleading or other document to each other party to the case. Any document or pleading prepared by an attorney for a party shall contain the typed or printed name, official Mississippi Bar identification number, address, telephone number, facsimile number, and email address of the attorney. All pleadings and other documents filed with the Commission, including any stenographically reported depositions, shall be typed or printed on

Procedure and shall contain the style of the case and Commission file number. Any proposed order submitted to the Commission or Administrative Judge shall be signed by the party preparing the order, and where the proposed order is an agreed or joint order, such as an order approving settlement, it must be signed and approved by an attorney or other legal representative for each party. This Rule shall be in force and effect on and after November 1, 2012.

letter size (8-1/2" x 11") paper to conform with the Mississippi Rules of Civil Procedure and the Mississippi Rules of Appellate

20 Miss. Admin. Code, Pt. 1, R. 2.21; Mississippi Workers' Compensation Commission Procedural Rule 21 (final text of the rule as it will appear for publication in the Administrative Code):

Rule 2.21 Address and Phone of Parties. Every party to a controverted or non-controverted case must keep the Commission informed of their current address and telephone number. Attorneys representing a party in any such case shall also keep the Commission informed of their current address, telephone number, facsimile number, and email address. The most recent contact information on file with the Commission shall be presumed correct unless the Commission is notified otherwise in writing.

This Rule shall be in force and effect on and after November 1, 2012.

(a): (final text of the rule as it will appear for publication in the Administrative Code):

II. FORMS AND DOCUMENTATION

Effective on and after November 1, 2012.

2001 M.W.C.C. Notice of Coverage Form

20 Miss. Admin. Code, Pt. 1, R. 1.7(B)(10)(a); Mississippi Workers' Compensation Commission General Rule 7(B)(10) (10) Payment of Premium.

a. Each group self-insurer shall establish to the satisfaction of the Commission a premium payment plan which shall include either (1) an annual payment by each member of at least 25% of that member's annual premium before the start of the group self-insurer's fund year and (2) payment of the balance of each member's annual premium in monthly or quarterly installments. Alternatively, a payment plan may allow any member(s) to make an initial deposit payment equal to 10% of that member's then annual premium, which 10% deposit payment shall be held by the group self insurer as a permanent deposit. The member's

entire annual premium, exclusive of the 10% deposit, may be paid annually, or in monthly or quarterly installments This Rule shall be in force and effect on and after November 1, 2012. Mississippi Workers' Compensation Medical Fee Schedule, Dispute Resolution Rules II. (Final text of the rule as it will appear for publication in the Medical Fee Schedule):

A. Valid requests for resolution of a dispute must be submitted on the "Request for Resolution of Dispute" form (in the Forms section) along with the following: 1. Copies of the original and resubmitted bills in dispute that include dates of service, procedure codes, charges for services rendered and any payment received, and an explanation of any unusual services or circumstances;

2. EOR including the specific reimbursement: 3. Supporting documentation and correspondence; 4. Specific information regarding contact with the payer; and

5. Any other information deemed relevant by the applicant for dispute resolution. B. A request for Resolution of Dispute must be submitted to:

Mississippi Workers' Compensation Commission Cost Containment Division 1428 Lakeland Drive P.O. Box 5300 Jackson, MS 39296-5300

C. A party, whether payer, provider, patient, or any representative of such parties, shall certify that a copy of the Request for Resolution of Dispute, and any supporting documentation, being filed with the Commission has been provided to the other interested parties or their representatives by personal delivery, United States Mail, facsimile or other electronic submission guaranteed to accomplish receipt, simultaneously with the filing to the Commission. This requirement shall also apply when a party files a request seeking review of a dispute by the Commission.

Workers' Compensation MISSISSIPPI WORKERS' COMPENSATION NOTICE OF COVERAGE

I. Please take notice that your Employer is in compliance with the requirements of the Mississippi Workers' Compensation Law, and [select one] [has been approved by the Mississippi Workers' Compensation Commission to act as a self-insurer], or [maintains workers' compensation insurance coverage with the following:]

(Name of insurance carrier or self-insurance group)

(address & telephone number)

II. Individual workers' compensation claims will be submitted to and processed by:

(Name of third party claims administrator or claims office)

IV. All job related injuries or illnesses should be reported as soon as possible to your immediate supervisor, or to the person

(address & phone number)

III. This workers' compensation coverage is effective for the following period:

(Name of employer contact person)

(Title & Department/Division)

V. Please be advised that any person who willfully makes any false or misleading statement or representation for the purpose of obtaining or wrongfully withholding any benefit or payment under the Mississippi Workers' Compensation Law may be charged with violation of Miss. Code Ann. §71-3-69 (Rev. 2000) and upon conviction be subjected to the penalties therein provided.

ALL RIGHTS RESERVED. COPYRIGHT BY STATE AND FEDERAL POSTER. INC

OSHA 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 workrelated injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. You have the right to have a representative contact
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.

OSHA on your behalf.

- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- 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.

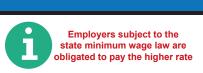
Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and mediumsized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



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



Federal Minimum Wage

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT \$7.25 PER HOUR BEGINNING JULY 24, 2009 The law requires employers to display this poster where employees can readily see it.



At least 11/2 times the regular rate of pay for all hours worked over 40 in a workweek.

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment.

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

NURSING MOTHERS (PUMP AT WORK): The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk

repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA. ADDITIONAL INFORMATION: Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to

The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other

violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or

 Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. Some state laws provide greater employee protections; employers must comply with both. · Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly

• Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

1-866-487-9243 • TTY: 1-877-889-5627 • www.dol.gov/whd WAGE AND HOUR DIVISION • UNITED STATES DEPARTMENT OF LABOR

Pregnant Workers Fairness Act (PWFA) 2023, requires covered employers to provide "reasonable accommodations" to a

qualified worker's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an "undue hardship." An undue hardship is defined as causing significant difficulty or expense,

Reasonable accommodations" are changes to the work environment or the way things are

Being excused from strenuous activities and/or exposure to chemicals not safe for

WHAT ARE SOME POSSIBLE ACCOMMODATIONS FOR PREGNANT WORKERS? Being able to sit or drink water Receiving closer parking Having flexible hours

Receiving appropriately sized uniforms and safety apparel

Taking leave or time off to recover from childbirth

Gain or lose a dependent?

Your tax credits?

HOSPITAL:

ALTERNATE:

OSHA:

Receiving additional break time to use the bathroom, eat, and rest

Other laws that apply to workers affected by pregnancy, childbirth, or related medica Title VII which prohibits employment discrimination based on sex, pregnancy, or other

WHAT OTHER FEDERAL EMPLOYMENT LAWS MAY APPLY TO PREGNANT

protected categories (enforced by the U.S. Equal Employment Opportunity Commission

The Family and Medical Leave Act which provides unpaid leave for certain workers for

pregnancy and to bond with a new child (enforced by the U.S Department of Labor) The PUMP Act which provides nursing mothers a time and private place to pump at

work (enforced by the U.S. Department of Labor) Learn more at www.EEOC.gov/Pregnancy-Discrimination



IRS Withholding

YOU MAY NEED TO CHECK YOUR WITHHOLDING Since you last filed Form W-4 with your employer did you... Marry or divorce?

Change your name? Were there major changes to... Your nonwage income (interest, dividend, capital gains, etc.)? Your family wage income (you or your spouse started or ended a job)? Your itemized deductions?

TO FILE AN UNEMPLOYMENT CLAIM:

If you can answer "yes" .. To any of these or you owed extra tax when you filed your last return, you may need to file a new Form W-4. See your employer for a copy of Form W-4 or call the IRS at 1-800-829-3676. Now is the time to check your withholding. For more details, get Publication 919, How Do I Adjust My Tax

Withholding?, or use the Withholding Calculator at www.irs.gov/individuals on the IRS website. Employer: Please poster or publish this Bulletin Board Poster so that your employees will see it. Please indicate where they can get forms and information on this subject.

Unemployment Insurance

Unemployment Insurance for Employees

This employer is registered with the Mississippi Department of Employment Security, and the employees are covered by Unemployment Insurance. This insurance is carried to protect you in case you become unemployed through no fault of your own.

Nothing is deducted from your pay to cover its cost.

NOTICE TO EMPLOYEES

Availability of Unemployment Compensation Unemployment Insurance (UI) benefits are available to workers who are unemployed and who meet the requirements of UI eligibility laws

You may file a UI claim with the Mississippi Department of Employment Security (MDES) in the first week that employment stops or work hours are reduced.

Visit our website at MDES.MS.GOV Call MDES at 1-888-844-3577 from 7:00 am to 10:00 pm seven days a week. Call wait time may be longer during peak hours and Email questions to BenefitPay@mdes.ms.gov

THE FOLLOWING INFORMATION WILL BE NEEDED TO COMPLETE YOUR CLAIM BY PHONE:

Full legal name; Social Security Number; Driver's License Number or State Issued Identification number: Alien Registration Number or Visa Number if you are not a U.S. citizen; Names and addresses of employers you worked for in the last eighteen (18) months The dates you worked and the reason you are no longer working for each employer

Payday Notice

If you experience issues or need more information about filing a UI claim, you can quickly find the answers to most questions on our website under **FREQUENTLY ASKED QUESTIONS**.

To file a UI claim online visit: MDES.MS.GOV

To file a UI claim by phone call: 1-888-844-3577

PAYDAY IS ON

MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY **PAY SCHEDULE IS**

☐ WEEKLY ☐ BI-WEEKLY ☐ SEMI-MONTHLY ☐ MONTHLY ☐

PAYCHECKS ARE ISSUED ON THE AND OF THE MONTH

Emergency Notice

HAZARDOUS MATERIAL: ProServiceHawaii

TO REORDER, CALL 1-888-488-7678 OR ORDER AT STATEANDFEDERALPOSTER.COI



Family Medical Leave Act EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION What is FMLA leave?: The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.

• To care for your spouse, child or parent with a serious mental or physical health condition, and • Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember. An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to care for the servicemember. You have the right to use FMLA leave in one block of time. When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet #28M(c) for more

FMLA leave is not paid leave, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave Am I eligible to take FMLA leave?

You are an eligible employee if all of the following apply: You work for a covered employer,

certification of a qualifying exigency.

About your FMLA rights and responsibilities, and

The birth, adoption or foster placement of a child with you,

• You have worked for your employer at least 12 months,

Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period for:

· Your serious mental or physical health condition that makes you unable to work,

• You have at least 1,250 hours of service for your employer during the 12 months before your leave, and Your employer has at least 50 employees within 75 miles of your work location.

Airline flight crew employees have different "hours of service" requirements.

You work for a **covered employer if one** of the following applies: • You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year, • You work for an elementary or public or private secondary school, or You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management.

How do I request FMLA leave? Generally, to request FMLA leave you must: Follow your employer's normal policies for requesting leave, • Give notice at least 30 days before your need for FMLA leave, or • If advance notice is not possible, give notice as soon as possible You do not have to share a medical diagnosis but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the same reason

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective b<mark>argain</mark>ing agreement tha provides greater family or medical leave rights. State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress. What does my employer need to do? If you are eligible for FMLA leave, your employer must Allow you to take job-protected time off work for a qualifying reason,

when requesting additional leave. Your employer may request certification from a health care provider to verify medical leave and may request

· Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at Your employer cannot interfere with your FMLA rights or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must confirm whether you are

· Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and

· How much of your requested leave, if any, will be FMLA-protected leave. Call 1-866-487-9243 or visit dol.gov/fmla to learn more. If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD complaint process. For additional information: 1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627 www.dol.gov/whd

eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must notify you in writing:

USERRA

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to

U.S. Department of Labor • Wage and Hour Division

 FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the REEMPLOYMENT RIGHTS

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:

cumulative service in the uniformed services while with that particular employer; • you return to work or apply for reemploymen

in a timely manner after conclusion of service; and • you have not been separated from service with a disqualifying discharge

• you ensure that your employer receives advance written or verbal notice of your service; • you have five years or less of

or under other than honorable conditions. If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been

If you: • are a past or present member of the uniformed service; • have applied for membership in the uniformed service; or • are obligated to serve in the uniformed service; then an employer may not deny you: • initial employment; • reemployment; • retention in employment; • promotion; or • any benefit of employment because of this status. **HEALTH INSURANCE PROTECTION**

If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health

reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-

plan coverage for you and your dependents for up to 24 months while in the military. • Even if you don't elect to continue

coverage during your military service, you have the right to be reinstated in your employer's health plan when you are

ENFORCEMENT • The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations. • For assistance in filing a complaint, or for any other information on USERRA, contact

VETS at 1-866-4-USA-DOL or visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor

for representation. • You may also bypass the VETS process and bring a civil action against an employer for violations of

can be viewed at https://webapps.dol.gov/elaws/vets/userra • If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable,

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.



absent due to military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION



The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may

be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires



Polygraph Protection

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for preemployment screening or during the course of employment.

EXEMPTIONS

connected illnesses or injuries.

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal

certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer. The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to

restrictive with respect to lie detector tests. **EXAMINEE RIGHTS**

ENFORCEMENT

WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or

job applicants may also bring their own court actions. THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN

READILY SEE IT. 1-866-487-9243 • TTY: 1-877-889-5627 www.dol.gov/whd

Government to certain private individuals engaged in national security-related activities.







Discrimination

EQUAL OPPORTUNITY IS THE LAW

It is against the law for this recipient of Federal financial assistance to discriminate on the following bases: against any individual in the United States, on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, sex stereotyping, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, or political affiliation or belief, or, against any beneficiary of, applicant to, or participant in programs financially assisted under Title I of the Workforce Innovation and Opportunity Act, on the basis of the individual's citizenship status or participation in any WIOA Title I-financially assisted program or activity.

activity; or making employment decisions in the administration of, or in connection with, such a program or activity. Recipients of federal financial assistance must take reasonable steps to ensure that communications with individuals with disabilities are as effective as communications with others. This means that, upon request and at no cost to the individual

recipients are required to provide appropriate auxiliary aids and services to qualified individuals with disabilities.

Title I–financially assisted program or activity; providing opportunities in, or treating any person with regard to, such a program or

The recipient must not discriminate in any of the following areas: deciding who will be admitted, or have access, to any WIOA

If you think that you have been subjected to discrimination under a WIOA Title I-financially assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation with either: the recipient's Equal Opportunity Officer (or the person whom the recipient has designated for this purpose);

State-level WIOA Equal Opportunity Officer

Mississippi Department of Employment Security

WHAT TO DO IF YOU BELIEVE YOU HAVE EXPERIENCED DISCRIMINATION

P.O. Box 1699, Jackson, MS 39215-1699 Phone: 601-321-6021 Email: eo@mdes.ms.gov Fax: 601-321-6037 TDD: 800-582-2233

NW, Room N-4123, Washington, DC 20210

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or electronically as directed on the CRC website at www.dol.gov/crc.

Director, Civil Rights Center (CRC) U.S. Department of Labor 200 Constitution Avenue

If you file your complaint with the recipient, you must wait either until the recipient issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (see address above). If the recipient does not give you a written Notice of Final Action within 90 days of the day on which you filed your complaint, you may file a complaint with CRC before receiving that Notice. However, you must file your CRC complaint within 30 days of the 90-day deadline (in other words, within 120 days after the day on which you filed your complaint with the recipient). If the recipient does give you a written Notice of Final Action on your complaint, but you are dissatisfied with the decision or resolution, you may file a complaint with CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.