FED

EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE

The law requires employers to display this poster where employees can readily see it.

\$7.25 PER HOUR

BEGINNING JULY 24, 2009

At least 1½ 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 iobs 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

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.

The Department has authority to recover back wages and an equal amount in liquidated damages in instances

OF LABOR UNITED STATES OF AMERICA

FED

PUMP AT WORK



WAGE AND HOUR DIVISION

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 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

ADDITIONAL INFORMATION

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.

LABOR

LAWS

Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work

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 classified independent contractors are not. 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



REV. 04/2023

THE FAMILY AND MEDICAL LEAVE ACT 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.

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

take up to 26 workweeks of FMLA leave in a single 12-month period to care for the servicemember.

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

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

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

YOUR EMPLOYEE RIGHTS UNDER

leave **intermittently in separate blocks of time, or on a reduced schedule** by working less hours each day or week. Read Fact Sheet 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.

You have worked for your employer at least 12 months, 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

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.

Generally, to request FMLA leave you must:

Office of Personnel Management or Congress

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

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that 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.

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

Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, 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 eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must

notify you in writing About your FMLA rights and responsibilities, and How much of your requested leave, if any, will be FMLA-protected leave

Where can I find more information? Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

lf 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.

> DEPARTMENT OF LABOR **UNITED STATES OF AMERICA**

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR



REV. 04/2023

KS

Department of Labor

Workers Compensation Rights and Responsibilities This notice must be posted and maintained by the employer in one or more conspicuous places. Your employer is subject to the Kansas Workers Compensation Law which provides compensation for job-related injuries.

This notice applies to dates of accidents on or after July 1, 2024. Este aviso aplica a las fechas de los accidentes a partir de Julio 1, 2024.

WHAT TO DO IF AN INJURY OCCURS ON THE JOB **NOTIFY YOUR EMPLOYER IMMEDIATELY.** Per K.S.A. 44-520, a claim may be denied if an employee fails to notify their employer within the earliest of the following dates: (A) **30 calendar days** from the date of accident or the date of injury by repetitive trauma; (B) if the employee no longer works for the employer against whom benefits are being sought, 20

calendar days after the employee's last day of actual work for the employer. Notice may be given orally or in writing. Where notice is provided orally, if the employer has designated an individual or department to whom notice must be given and such designation has been communicated in writing to the employee, notice to any other individual or department shall be insufficient under this section. If the employer has not designated individual or department to whom notice must be given, notice must be provided to a supervisor or manager. Where notice is provided in writing, notice must be sent to a supervisor or manager at the employee's principal location

The notice, whether provided orally or in writing, shall include the time, date, place, person injured and particulars of such injury. It must be apparent from the content of the notice that the employee is claiming benefits under the workers compensation act or has suffered a work-related injury.

BENEFITS. Benefits are paid by the employer's insurance carrier or self insurance program. Benefits include medical treatment, partial wage replacement for lost time and additional benefits if the injury results in permanent disability. An employer is required to furnish all necessary medical treatment and has the right to designate the treating physician. If the employee seeks treatment from a doctor not authorized by the employer, the employer or its insurance carrier is only liable up to \$800.00 dollars for the unauthorized medical treatment. QUE HACER SI UNA LESIÓN OCURRE EN EL TRABAJO

NOTIFIQUE A SU EMPLEADOR INMEDIATAMENTE. De acuerdo con el artículo de ley K.S.A. 44-520, un reclamo puede ser negado si el empleado no notifica a su empleador, dentro del antes de las siguientes fechas: (A) **30 días** a partir de la fecha del accidente o la fecha de la lesión debido a trauma por movimientos repetitivos; (B) si el empleado está trabajando con el empleador en contra del cu si el empleado ya no trabaja para el empleador en contra del cual se están buscando beneficios, **20 días** después del último día de trabajo para dicho empleador. El aviso puede darse oralmente o por escrito. Donde el aviso se da oralmente, si el empleador ha designado un

individuo o departamento a quien el aviso se debe dar y tal designación ha sido comunicada por escrito al empleado, aviso a cualquier otro individuo o departamento deberá ser insuficiente bajo esta sección. Si el empleador no ha designado a un individuo o departamento a quien se debe dar el aviso, el aviso puede darse a un supervisor o gerente. Donde el aviso se hace por escrito, el aviso debe ser enviado a un supervisor o gerente de la oficina principal de

El aviso, sea que se haga oralmente o por escrito, debe incluir la hora, fecha, lugar, persona lesionada y detalles de tal lesión. Debe ser visible a partir del contenido del aviso, que el empleado está reclamando beneficios bajo la ley de compensación del trabajador o que ha sufrido una lesión relacionada con el trabajo. BENEFICIOS. Los beneficios son pagados por la compañía aseguradora del empleador o programa de seguro propio. Los beneficios incluyen tratamiento médico, reemplazo de sueldo parcial por tiempo perdido y beneficios adicionales si la lesión resulta en incapacidad permanente. El empleador debe proporcionar todo el tratamiento

médico necesario y tiene el derecho de designar el doctor para dicho tratamiento. Si el empleado busca tratamiento con un doctor que no ha sido autorizado por el empleador, el empleador o su compañía aseguradora serán responsables de pagar solamente los primeros \$800.00 dólares para tratamiento médico no autorizado. WHERE TO GET HELP WITH YOUR CLAIM (DÓNDE CONSEGUIR AYUDA CON SU RECLAMO):

EMPLOYER'S INSURANCE CARRIER (COMPAÑÍA ASEGURADORA DEL EMPLEADOR)

TELEPHONE (TELÉFONO DE LA ASEGURADORA)

Address (Dirección de la Aseguradora) For questions about Workers Compensation Law, contact (Para preguntas acerca de la Ley de Compensación del

KANSAS DEPARTMENT OF LABOR WORKERS COMPENSATION DIVISION/OMBUDSMAN

401 SW TOPEKA BLVD., SUITE 2, TOPEKA, KS 66603-3105 WEBSITE: https://www.dol.ks.gov/wc

Email: KDOL.wc@ks.gov **PHONE:** (800) 332-0353 or (785) 296-4000

Persons with impaired hearing or speech utilizing a telecommunications device may access the above number(s) by using the Kansas Relay Center at (800) 766-3777. www.dol.ks.gov

KANSAS DEPARTMENT OF LABOR

KS **EMPLOYMENT STANDARDS** 401 SW TOPEKA BLVD. Торека, KS 66603-3182

(785) 296-5000 www.dol.ks.gov IT SHALL BE A VIOLATION OF LAW for any child under 16 years of age to be employed, permitted

or suffered to work in the business establishment before 7 a.m., or after 10 p.m., on days preceding a school day, or for more than eight hours per day, or 40 hours per week when school is not in session. FURTHER, IT SHALL BE A VIOLATION OF LAW to

employ, permit or suffer to work any child under 18 years of age in any vocation which has been declared by Rule or Regulation of the Secretary of Labor to be dangerous or injurious to the life, health, morals or welfare of a minor.

WORK PERMITS SHALL BE REQUIRED when the minor is under 16 years of age and ONLY when such minor is NOT enrolled in or attending any secondary

Department of Labor **Notice of Hours (CHILD LABOR)**

NOTICE OF HOURS (KSA 38-605) that every employer shall keep this notice posted in a

conspicuous place near the principal entrance in an establishment where children under 16 years of age <u>are employed</u>, permitted or suffered to work. This notice shall state the maximum number of hours each child may be required or permitted to work, on each day of the week, the hours of commencing and stopping work and the hours allowed for dinner and other meals.

This poster is not required and should not be posted if you are covered under the Federal Child Labor Law. If you are unsure, it is suggested that you contact the U.S. Department of Labor for information. You may contact the following federal

REV. 05/2012

Wage and Hour Division GATEWAY I OWER II **400 STATE AVE., SUITE 1010 K**ANSAS **C**ITY**, KS 66101** (913) 551-5721 Toll Free (866) 487-9243

K-ESLR 100

FED

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

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

Government to certain private individuals engaged in national security-related activities. The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and quard), and of pharmaceutical manufacturers, distributors

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 restrictive with

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

DEPARTMENT OF LABOR UNITED STATES OF AMERICA

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT

1-866-487-9243 www.dol.gov/agencies/whd

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and

affirmative action commitments of companies doing business

with, or are an employee of, a company with a Federal contract

with the Federal Government. If you are applying for a job

or subcontract, you are protected under Federal law from

Race, Color, Religion, Sex, Sexual Orientation, Gender

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

Executive Order 11246, as amended, protects applicants and

Section 503 of the Rehabilitation Act of 1973, as amended,

discrimination in hiring, promotion, discharge, pay, fringe

penefits, 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

employment qualified individuals with disabilities at all levels of

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

contractors take affirmative action to employ and advance in

The Vietnam Era Veterans' Readjustment Assistance Act of

1974, as amended, 38 U.S.C. 4212, prohibits employment

from active duty), active duty wartime or campaign badge

of discrimination, participates in an OFCCP proceeding, or

nondiscrimination or affirmative action obligations under

The Office of Federal Contract Compliance Programs (OFCCP)

please dial 7–1–1 to access telecommunications relay services.

OFCCP may also be contacted by submitting a question online

Department of Labor and on OFCCP's "Contact Us" webpage at

PROGRAMS OR ACTIVITIES RECEIVING

FEDERAL FINANCIAL ASSISTANCE

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,

https://www.dol.gov/agencies/ofccp/contact.

Any person who believes a contractor has violated its

Retaliation is prohibited against a person who files a complaint

otherwise opposes discrimination by Federal contractors under

veterans, or Armed Forces service medal veterans.

employees of Federal contractors from discrimination based or inquiring about, disclosing, or discussing their compensation or

discrimination on the following bases:

opportunity in all aspects of employment.

Asking About, Disclosing, or Discussing Pay

the compensation of other applicants or employees.

protects qualified individuals with disabilities from

employment, including the executive level.

Protected Veteran Status

U.S. Department of Labor

Washington, D.C. 20210

1-800-397-6251 (toll-free)

200 Constitution Avenue, N.W.

Identity, National Origin



REV. 02/2022

FED U.S. Equal Employment Opportunity Commission **Know 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.

Employees (current and former), including managers and temporary employees Job applicants Union members and applicants for membership in a

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 bases of: Color

Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity) Disability Genetic information (including employer requests for,

Religion

or purchase, use, or disclosure of genetic tests, genetic services, or family medical history) Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit. investigation, or proceeding Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy

What Organizations are Covered? Most private employers State and local governments (as employers) Educational institutions (as employers)

Discharge, firing, or lay-off

Staffing agencies What Employment Practices can be Challenged as All aspects of employment, including:

Harassment (including unwelcome verbal or physical Hiring or promotion Assignment Pay (unequal wages or compensation) Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical

condition; or a sincerely-held religious belief, observance OFCCP's authorities should contact immediately: Job training Classification If you are deaf, hard of hearing, or have a speech disability,

Obtaining or disclosing genetic information of employees

Conduct that might 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 assisting or encouraging someone else to exercise rights, regarding disability discrimination (including

accommodation) or pregnancy accommodation

What can You Do if You Believe Discrimination

Requesting or disclosing medical information of

has Occurred? 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 following ways: an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx

1–844–234–5122 (ASL video phone) an EEOC field office (information at www.eeoc.gov/field-office) info@eeoc.gov

1-800-669-4000 (toll free)

1-800-669-6820 (TTY)

Additional information about the EEOC,

including information about filing a charge of discrimination, is available at www.eeoc.gov.

EMPLOYERS HOLDING FEDERAL

CONTRACTS OR SUBCONTRACTS



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 **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 If you believe you have been discriminated against in a program

of any institution which receives Federal financial assistance, you

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 plan coverage for you and

your dependents for up to 24 months while in the

Even if you don't elect to continue coverage during

reinstated in your employer's health plan when you

or exclusions (e.g., pre-existing condition exclusions)

The U.S. Department of Labor, Veterans Employment

https://www.dol.gov/agencies/vets/. An interactive

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

You may also bypass the VETS process and bring a civil

action against an employer for violations of USERRA.

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

online USERRA Advisor can be viewed at

https://webapps.dol.gov/elaws/vets/userra

Counsel, as applicable, for representation

circumstances. The text of this notice was prepared by

Federal law requires employers to notify employees of

their rights under USERRA, and employers may meet this

VETS, and may be viewed on the internet at this address:

https://www.dol.gov/agencies/vets/programs/userra/poster

requirement by displaying the text of this notice where they

The rights listed here may vary depending on the

customarily place notices for employees.

and Training Service (VETS) is authorized to investigate

except for service-connected illnesses or injuries.

are reemployed, generally without any waiting periods

your military service, you have the right to be

should immediately contact the Federal agency providing such REV. 06/27/2023

FED

YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT

ENFORCEMENT

RIGHTS ACT USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to 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 uniformed services.

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 you ensure that your employer receives advance written or verbal notice of your service; you have five years or less of cumulative service in the uniformed services while with that particular

you return to work or apply for reemployment in a you have not been separated from service with a disqualifying discharge or under other than honorable

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 absent due to military service or, in some cases, a **RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION**

are obligated to serve are a past or present member of the in the uniformed uniformed service; have applied for membership in the uniformed service; or

then an employer may not deny you: initial employment: any benefit of retention in

employment;

KS

Claims specialists are available:

because of this status. 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

U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counsel Employer Support of the Guard and Reserve • 1-800-336-4590

REV. 05/2022

REV. 04/2024

ONLINE

Department of Labor

Notice to Workers About

UNEMPLOYMENT INSURANCE Our organization participates in the Kansas Unemployment Insurance Program. Should you become unemployed, you can learn about unemployment benefits and apply online at www.GetKansasBenefits.gov. lf you are unable to apply online, you can apply for benefits by calling the Kansas Unemployment Contact Center. **Kansas Unemployment Contact Center** (913) 596-3500 (316) 383-9947 Toll free outside these areas . . Speech and/or hearing disabled Kansans can access the Kansas Relay Center by calling toll free.

. . .8 a. m. to 4 p. m

The Kansas Unemployment Insurance Program is administered by: KANSAS DEPARTMENT OF LABOR 401 SW TOPEKA BLVD. TOPEKA, KS 66603-3182

Aviso Para el Trabajador Sobre EL SEGURO DE DESEMPLEO Nuestra organización participa en el programa del Seguro de Desempleo de Kansas .Si acaso llega ser desempleado puede aprender mas sobre los beneficios de desempleo y aplicar en www.GetKansasBenefits.gov Si no puede aplicar por la Internet, usted puede aplicar por beneficios de desempleo al llamar al Centro de Contacto de Desempleo de Centro de Contacto de Desempleo de Kansas

(913) 596-3500 Área de Topeka. . (785) 575-1460 Si vive fuera de las áreas de llamadas Para ayuda con el habla y el audio llame (800) 766-3777 al Kansas Relay Center. Disponibilidad de Especialistas de Reclamo: Lunes - Miércoles . .. 8 a.m. a 3:15 p.m. (Cerrado días festivos) El programa de Seguro de Desempleo de Kansas es administrado por: KANSAS DEPARTMENT OF LABOR 401 SW TOPEKA BLVD. TOPEKA, KS 66603-3182

Are you or someone you know being sold for sex or forced to work for little or no pay and cannot leave?

There is a way out.

Here's how:

Contact the National Human Trafficking Resource Center

Call 1-888-373-7888 toll free and confidential

or text HELP or INFO to BeFree (233733)

The Hotline and Text line can be used to:

Get help, report a tip, connect with anti-trafficking services in your area, and to request training and technical assistance, general information or specific anti-trafficking resources.

The National Human Trafficking Resource Center is a national, toll-free hotline available to answer calls and texts from anywhere in the country, in English, Spanish, and more than 200 additional languages through an interpreter, 24 hours a day, 7 days a week, every day of the year.

Human trafficking situations can be dangerous to you and to victims if you attempt to intervene.

If you suspect human trafficking, call the Hotline or 1-800-KS-CRIME. If it is an emergency situation, call 911.

Provided by

Kansas Attorney General Derek Schmidt 1-800-828-9745 (8 a.m. – 5 p.m. Central Time)



Kansas Law Provides

Equal opportunity in employment without regard to race, religion, color, sex, disability, national origin, ancestry, or age. Genetic testing and screening is also prohibited. Sex includes LGBTQ+, all derivatives of sex, and pregnancy. Age is 40 or more years.

If you have suffered discrimination in recruitment, hiring, placement, promotion, transfer, training, compensation, layoff, or termination contact... KANSAS HUMAN RIGHTS COMMISSION

AREA OFFICES:

WICHITA OFFICE:

300 W. DOUGLAS

SUITE 220

WICHITA, KS 67202 Voice (316) 337-6270

Fax (316) 337-7376

MAIN OFFICE TOPEKA: SUITE 568-SOUTH TOPEKA, KANSAS 66612-1258 Voice (785) 296-3206 Fax (785) 296-0589 TTY (785) 296-0245 Toll-Free (888) 793-6874

E-mail khrc@ks.gov

DODGE CITY OFFICE: MILITARY PLAZA OFFICES **SUITE 220** 100 MILITARY PLAZA DODGE CITY, KS 67801-4945 Voice (620) 371-5681 Fax (620) 371-5682





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 a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.

Participate (or have your representative

participate) in an OSHA inspection and

retaliated against for using your rights.

See any OSHA citations issued to your

the workplace injury and illness log.

Contact OSHA. We can help.

speak in private to the inspector. • File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been

employer. Request copies of your medical records, tests that measure hazards in the workplace, and

This poster is available free from OSHA.



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

inpatient hospitalization, amputation, or loss of an eye.

reporting a work-related injury or illness.

Comply with all applicable OSHA standards.

Notify OSHA within 8 hours of a workplace

fatality or within 24 hours of any work-related

 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.

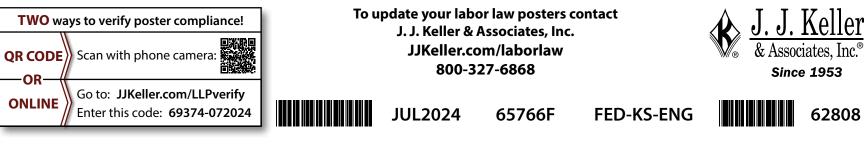
On-Site Consultation services are available to

small and medium-sized 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



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