

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 applying for a job, EEOC may be able to help.

Who is Protected?

- Individuals with disabilities
- Individuals with a history of being harassed or sexually harassed
- Individuals with a history of being discriminated against based on race, color, or national origin
- Individuals with a history of being discriminated against based on sex, including pregnancy, childbirth, or related conditions
- Individuals with a history of being discriminated against based on age
- Individuals with a history of being discriminated against based on religion
- Individuals with a history of being discriminated against based on national origin
- Individuals with a history of being discriminated against based on ancestry
- Individuals with a history of being discriminated against based on marital status
- Individuals with a history of being discriminated against based on sexual orientation
- Individuals with a history of being discriminated against based on gender identity
- Individuals with a history of being discriminated against based on genetic information
- Individuals with a history of being discriminated against based on military status
- Individuals with a history of being discriminated against based on political affiliation
- Individuals with a history of being discriminated against based on membership in a labor organization
- Individuals with a history of being discriminated against based on membership in a union
- Individuals with a history of being discriminated against based on membership in a fraternal organization
- Individuals with a history of being discriminated against based on membership in a professional organization
- Individuals with a history of being discriminated against based on membership in a business association
- Individuals with a history of being discriminated against based on membership in a civic organization
- Individuals with a history of being discriminated against based on membership in a social organization
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- Individuals with a history of being discriminated against based on membership in a social organization

What Types of Employment Discrimination are Prohibited?

- Harassment
- Retaliation
- Unlawful employment practices
- Unlawful employment contracts
- Unlawful employment conditions
- Unlawful employment benefits
- Unlawful employment policies
- Unlawful employment procedures
- Unlawful employment practices
- Unlawful employment contracts
- Unlawful employment conditions
- Unlawful employment benefits
- Unlawful employment policies
- Unlawful employment procedures

What Employment Practices are Challenged as Discrimination?

- Recruitment
- Advertising
- Interviewing
- Hiring
- Assignment
- Promotion
- Demotion
- Termination
- Retaliation
- Harassment
- Unlawful employment practices
- Unlawful employment contracts
- Unlawful employment conditions
- Unlawful employment benefits
- Unlawful employment policies
- Unlawful employment procedures

What Types of Discrimination has Occurred?

Contact the EEOC promptly if you suspect discrimination. Do not delay, because there is strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live).

Submit an inquiry through the EEOC's public portal: www.eeoc.gov

Visit an EEOC field office information at: www.eeoc.gov/fieldoffices

Call 1-800-669-4000 (voice) or 1-800-669-4000 (TTY) or 1-844-234-5121 (ASL video phone)

MINIMUM WAGE: Minimum wage is annually indexed each year, effective Jan 1, 2024 through 12-31-2024. (P.A. 19-4)

Section 31-36-4. These rates relate to time and a half or more pay rates, including overtime pay rates, for employees who are not exempt from the minimum wage law.

Effective January 1, 2024, the minimum wage is \$11.00 per hour. The minimum wage will be indexed annually on January 1st of each year through December 31st, 2024. The minimum wage will be indexed annually on January 1st of each year through December 31st, 2024. The minimum wage will be indexed annually on January 1st of each year through December 31st, 2024.

CONNECTICUT DEPARTMENT OF LABOR WAGE AND WORKPLACE STANDARDS DIVISION

These Administrative Regulations must be posted and maintained wherever workers covered by this Act are employed.

Section 31-36-1. Minimum Wage. The minimum wage shall be the amount of money payable to an employee for each hour of work performed by the employee, including a meal, other than a meal provided by the employer, and including a meal, other than a meal provided by the employer, and including a meal, other than a meal provided by the employer.

Section 31-36-2. Overtime Pay. An employer shall pay an employee who is not exempt from the minimum wage law for any hour of work performed by the employee in excess of the number of hours specified in the employee's contract of employment, at a rate not less than one and one-half times the employee's regular rate of pay.

Section 31-36-3. Rest Periods. An employer shall provide an employee who is not exempt from the minimum wage law with a rest period of at least ten minutes for each hour of work performed by the employee in excess of the number of hours specified in the employee's contract of employment.

Section 31-36-4. Meal Periods. An employer shall provide an employee who is not exempt from the minimum wage law with a meal period of at least thirty minutes for each hour of work performed by the employee in excess of the number of hours specified in the employee's contract of employment.

LABOR LAW COMPLIANCE CENTER

This notice must be posted and maintained wherever workers covered by this order are employed.

STATE OF CONNECTICUT MANDATORY ORDERS 7A & 7B

Wage and Workplace Standards Division

Minimum Fair Wage Rates for Persons Employed in the Restaurant and Hotel Industry

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EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

Disability

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DOMESTIC VIOLENCE RESOURCES IN CONNECTICUT

Domestic violence is a crime that involves violence or the threat of violence between family or household members. It can include physical, sexual, emotional, or economic abuse.

Resources include:

- Domestic Violence Hotline: 1-800-634-4263
- Connecticut State Police: 860-418-3200
- Connecticut State's Department of Social Services: 860-418-3200
- Connecticut State's Department of Children and Families: 860-418-3200
- Connecticut State's Department of Correctional Institutions: 860-418-3200
- Connecticut State's Department of Transportation: 860-418-3200
- Connecticut State's Department of Economic Development: 860-418-3200
- Connecticut State's Department of Energy and Environmental Protection: 860-418-3200
- Connecticut State's Department of Health Services: 860-418-3200
- Connecticut State's Department of Labor: 860-418-3200
- Connecticut State's Department of Public Safety: 860-418-3200
- Connecticut State's Department of Regulatory Services: 860-418-3200
- Connecticut State's Department of State: 860-418-3200
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- Connecticut State's Department of Regulatory Services: 860-418-3200
- Connecticut State's Department of State: 860-418-3200

EMERGENCY

AMBULANCE: FIRE - RESCUE: HOSPITAL: ALTERNATE: POLICE:

NOTICE TO THE EMPLOYEES OF THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the job rights of individuals in the uniformed services employment and reemployment rights act.

USERRA applies to all uniformed services employees, including those who are on active duty, and those who are on reserve duty.

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EMPLOYEE RIGHTS UNDER 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 prohibited from using lie detector tests for pre-employment screening or during the course of employment.

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EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

The Fair Labor Standards Act (FLSA) sets the minimum wage, overtime pay, and child labor standards for most private employers.

The minimum wage is \$7.25 per hour.

Overtime pay is required for hours worked in excess of 40 hours per week.

HEALTH INSURANCE IS COMPLICATED. Free, Expert Advice & Representation.

Insurance Denials & Billing Errors, and Access to Specialists.

Don't Worry Alone. There's Help. Call: 1.866.466.4446

Visit: ct.gov/health

Email: Health.Advocate@ct.gov

STATE OF CONNECTICUT MANDATORY ORDERS 7A & 7B

Wage and Workplace Standards Division

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NOTICE TO EMPLOYEES

The Workers' Compensation Act (Connecticut General Statutes Chapter 568) requires your employer to provide benefits to you in case of injury or occupational disease in the course of employment.

Section 31-294-b of the Workers' Compensation Act states "Any employee who has sustained an injury in the course of his employment shall immediately report the injury to his employer, or some person representing his employer. If the employee fails to report the injury immediately, the administrative law judge may reduce the award of compensation proportionately to any prejudice that he finds the employer has sustained by reason of the failure, provided the proof with respect to such prejudice shall rest upon the employer."

An injury report by the employee is NOT an official written notice of claim for workers' compensation benefits; the Workers' Compensation Commission's Form 30C is necessary to satisfy this requirement.

NOTE: You must comply with P.A. 17-411 (see next box, below) when filing a compensation claim.

The INSURANCE COMPANY or SELF-INSURANCE ADMINISTRATOR is:

Name: _____ Address: _____ Telephone: _____ City/Town: _____ State: _____ Zip Code: _____

Approved Medical Care Plan Yes No

The State of Connecticut Workers' Compensation Commission office for this workplace is located at:

Address: _____ City/Town: _____ State: _____ Zip Code: _____

Public Act 17-411 allows an employer to designate and post - "in the workplace" - a location where other labor law posters may be posted. This location must be prominently displayed and must file claims for compensation.

If your employer posts this notice below, you MUST file your compensation claim there. When filing your claim, you are also required - by law - to send it by certified mail.

Below, ask your employer where to file your claim.

Employer Name: _____ Address: _____ Telephone: _____ City/Town: _____ State: _____ Zip Code: _____

THIS NOTICE MUST BE IN TYPE 14 POINT BOLD-FACE AND POSTED IN EACH PLACE OF EMPLOYMENT. TX 17-2766 - STATE PENALTY SECTION 54-279c.

Date Posted: _____

Any questions as to your rights under the law or the obligations of the employer or insurance company should be addressed to the employer, the insurance company, or the Workers' Compensation Commission (860)2-329675.

STATE OF CONNECTICUT MANDATORY ORDERS 7A & 7B

Wage and Workplace Standards Division

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EMPLOYMENT OF MINORS IN RESTAURANTS

Employment of Minors in Restaurants

Under Age 18

Public Act 17-411 allows an employer to designate and post - "in the workplace" - a location where other labor law posters may be posted. This location must be prominently displayed and must file claims for compensation.

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Below, ask your employer where to file your claim.

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Job Safety and Health: It's the Law!

OSHA Occupational Safety and Health Administration

All workers have the right to:

- A safe workplace.
- 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 speak in private to the inspector.
- 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 all OSHA citations issued to your employer.

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 OSHA, or reporting a workplace-related injury or illness.
- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of a work-related injury that results in hospitalization, amputation, or loss of an eye.
- 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.

Request copies of your medical records, tests that measure hazards in the workplace, and all OSHA citations issued to your employer.

Contact OSHA. We can help.

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

SEXUAL HARASSMENT IS ILLEGAL

The Connecticut Department of Labor believes an employer has the right to hire, fire, promote, demote, discipline, or otherwise treat an employee differently based on sex, race, or ethnicity. It is illegal to discriminate on the basis of sex, race, or ethnicity in any aspect of employment.

Sexual harassment is a form of sex discrimination. It is illegal to harass an employee because of their sex, race, or ethnicity. Sexual harassment includes unwanted sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that creates a hostile or offensive work environment.

Examples of Sexual Harassment:

- Unwanted sexual advances
- Requests for sexual favors
- Verbal abuse, threats, or intimidation
- Physical contact or assault
- Sexual comments or jokes
- Sexual gestures or displays
- Sexual touching or groping
- Sexual harassment by a supervisor
- Sexual harassment by a co-worker
- Sexual harassment by a customer or client
- Sexual harassment by a contractor or vendor
- Sexual harassment by a volunteer
- Sexual harassment by a contractor or vendor
- Sexual harassment by a volunteer

If you believe you have been sexually harassed, you should report it to your supervisor or the Connecticut Department of Labor. You may also file a complaint with the Connecticut Department of Labor.

Connecticut Department of Labor, Wage and Workplace Standards Division, 100 Capitol Mall, Hartford, CT 06103. Phone: (860) 418-3200. Website: www.ct.gov/dol

CONNECTICUT DEPARTMENT OF LABOR

Summary of Public Act 19-4 "An Act Increasing the Minimum Fair Wage"

Minimum Wage: \$11.00 effective on October 1, 2019

\$12.00 effective on September 1, 2020

\$13.00 effective on August 1, 2021

\$14.00 effective on July 1, 2022

\$15.00 effective on June 1, 2023

On October 15, 2023, and on each October fifteenth thereafter, the Labor Commissioner shall announce the adjustment in the minimum fair wage which shall become the new minimum fair wage and shall be effective on January first immediately following.

On January 1, 2024, and on each January first thereafter, the minimum fair wage shall be adjusted by the percentage change in the employment cost index, or its successor index, for wages and salaries for all civilian workers, as calculated by the United States Department of Labor, over the twelve-month period ending on June thirtieth of the preceding year, rounded to the nearest whole cent.

Gratuity Allowances ("Tip Credit") for Service Employees

Date	Minimum Wage	Direct Cash Wage	Difference
October 1, 2019	\$11.00	\$6.83	\$4.17
September 1, 2020	\$12.00	\$6.38	\$5.62
August 1, 2021	\$13.00	\$6.38	\$6.62
July 1, 2022	\$14.00	\$6.38	\$7.62
June 1, 2023	\$15.00	\$6.38	\$8.62

Gratuity Allowances ("Tip Credit") for Bartenders

Date	Minimum Wage	Direct Cash Wage	Difference
October 1, 2019	\$11.00	\$8.23	\$2.77
September 1, 2020	\$12.00	\$8.23	\$3.77
August 1, 2021	\$13.00	\$8.23	\$4.77
July 1, 2022	\$14.00	\$8.23	\$5.77
June 1, 2023	\$15.00	\$8.23	\$6.77

Effective October 1, 2019

The rates for all persons under the age of eighteen years, except emancipated minors, shall be not less than eighty-five per cent of the minimum fair wage for the first ninety days of such employment, or ten dollars and ten cents per hour, whichever is greater, and shall be equal to the minimum fair wage thereafter until institutional training programs specifically exempted by the commissioner.

This modified section eliminates learners and beginners, and adjusts the "first 90 days of employment" rule to 90 days for the 85% minimum wage rate.