FEDERAL LAWS

EMPLOYEES UNDER THE FEDERAL STANDARDS ACT

An employer is prohibited from discharging, discriminating against, or taking any other adverse action against any employee because he or she belongs to a protected class or engages in a protected activity.

EMPLOYER RESPONSIBILITIES

- Prohibit employment discrimination.
- Implement procedures to prevent discrimination.
- Post notices of rights and procedures.
- Investigate complaints.
- Take corrective action as necessary.

EMPLOYEE RIGHTS

- File a complaint with the Equal Employment Opportunity Commission (EEOC).
- File a lawsuit in federal court.
- Engage in protected activities.

SCAM WARNING

Do not fall for scams. If you receive an unsolicited phone call or email, do not provide any personal or financial information. Report it to the Federal Trade Commission at IdentityTheft.gov.

EMPLOYMENT PROTECTION ACT

An employer cannot discriminate against an employee because of the employee's race, color, religion, sex, national origin, age, or disability.

EMPLOYER RESPONSIBILITIES

- Provide equal employment opportunities.
- Post notices of rights and procedures.
- Take corrective action as necessary.

EMPLOYEE RIGHTS

- File a complaint with the Equal Employment Opportunity Commission (EEOC).
- File a lawsuit in federal court.

OSHA

The Occupational Safety and Health Administration (OSHA) enforces the Occupational Safety and Health Act of 1970.

EMPLOYER RESPONSIBILITIES

- Provide a safe and healthful workplace.
- Develop and implement effective policies and procedures.
- Conduct training and education.

EMPLOYEE RIGHTS

- Access to facility and records.
- File a complaint with OSHA.

MONTANA

Employment Discrimination Law

Discrimination in Employment

- Prohibit employment discrimination.
- Implement procedures to prevent discrimination.
- Post notices of rights and procedures.
- Take corrective action as necessary.

EMPLOYER RESPONSIBILITIES

- Provide equal employment opportunities.
- Post notices of rights and procedures.
- Take corrective action as necessary.

EMPLOYEE RIGHTS

- File a complaint with the Equal Employment Opportunity Commission (EEOC).
- File a lawsuit in federal court.

EMPLOYMENT POLICY PROTECTION ACT

Claim a violation of the policy.

EMPLOYER RESPONSIBILITIES

- Prohibit employment discrimination.
- Implement procedures to prevent discrimination.
- Post notices of rights and procedures.
- Take corrective action as necessary.

EMPLOYEE RIGHTS

- File a complaint with the Equal Employment Opportunity Commission (EEOC).
- File a lawsuit in federal court.

OSHA

The Occupational Safety and Health Administration (OSHA) enforces the Occupational Safety and Health Act of 1970.

EMPLOYER RESPONSIBILITIES

- Provide a safe and healthful workplace.
- Develop and implement effective policies and procedures.
- Conduct training and education.

EMPLOYEE RIGHTS

- Access to facility and records.
- File a complaint with OSHA.

EMPLOYMENT RIGHTS UNDER THE FAMILY MEDICAL LEAVE ACT

The Family and Medical Leave Act (FMLA) provides eligible employees with up to 12 weeks of job-protected leave for specified family and medical reasons.

EMPLOYER RESPONSIBILITIES

- Notify employees of the right to FMLA leave.
- Designate which leaves are FMLA leaves.
- Keep records.

EMPLOYEE RIGHTS

- Take FMLA leave.
- Return to the same or equivalent position.

MONTANA MONTANA

EMPLOYMENT DISCRIMINATION AGAINST THE MONTANA HUMAN RIGHTS ACT

Discrimination in Employment

- Prohibit employment discrimination.
- Implement procedures to prevent discrimination.
- Post notices of rights and procedures.
- Take corrective action as necessary.

EMPLOYER RESPONSIBILITIES

- Provide equal employment opportunities.
- Post notices of rights and procedures.
- Take corrective action as necessary.

EMPLOYEE RIGHTS

- File a complaint with the Equal Employment Opportunity Commission (EEOC).
- File a lawsuit in federal court.

OSHA

The Occupational Safety and Health Administration (OSHA) enforces the Occupational Safety and Health Act of 1970.

EMPLOYER RESPONSIBILITIES

- Provide a safe and healthful workplace.
- Develop and implement effective policies and procedures.
- Conduct training and education.

EMPLOYEE RIGHTS

- Access to facility and records.
- File a complaint with OSHA.

EMPLOYMENT RIGHTS UNDER THE FEDERAL SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

The Federal Employed Right Protection Act (FEDERAL) protects federal employees from discrimination based on race, color, religion, sex, national origin, age, or disability.

EMPLOYER RESPONSIBILITIES

- Prohibit employment discrimination.
- Implement procedures to prevent discrimination.
- Post notices of rights and procedures.
- Take corrective action as necessary.

EMPLOYEE RIGHTS

- Take FEPCRA leave.
- Return to the same or equivalent position.

OSHA

The Occupational Safety and Health Administration (OSHA) enforces the Occupational Safety and Health Act of 1970.

EMPLOYER RESPONSIBILITIES

- Provide a safe and healthful workplace.
- Develop and implement effective policies and procedures.
- Conduct training and education.

EMPLOYEE RIGHTS

- Access to facility and records.
- File a complaint with OSHA.

MONTANA MONTANA

EMPLOYMENT DISCRIMINATION AGAINST THE MONTANA HUMAN RIGHTS ACT

Discrimination in Employment

- Prohibit employment discrimination.
- Implement procedures to prevent discrimination.
- Post notices of rights and procedures.
- Take corrective action as necessary.

EMPLOYER RESPONSIBILITIES

- Provide equal employment opportunities.
- Post notices of rights and procedures.
- Take corrective action as necessary.

EMPLOYEE RIGHTS

- File a complaint with the Equal Employment Opportunity Commission (EEOC).
- File a lawsuit in federal court.

OSHA

The Occupational Safety and Health Administration (OSHA) enforces the Occupational Safety and Health Act of 1970.

EMPLOYER RESPONSIBILITIES

- Provide a safe and healthful workplace.
- Develop and implement effective policies and procedures.
- Conduct training and education.

EMPLOYEE RIGHTS

- Access to facility and records.
- File a complaint with OSHA.

FEDERAL MONTANA

Job Safety and Health

IT'S THE LAW!

All workers have the right to:

• A safe workplace.
• A safe and healthful workplace.

Employees have the right to:

• A safe workplace.
• A safe and healthful workplace.

OSHA

The Occupational Safety and Health Administration (OSHA) enforces the Occupational Safety and Health Act of 1970.

EMPLOYER RESPONSIBILITIES

- Provide a safe and healthful workplace.
- Develop and implement effective policies and procedures.
- Conduct training and education.

EMPLOYEE RIGHTS

- Access to facility and records.
- File a complaint with OSHA.