

Federal Posting Requirements

Federal Employment Law	Employer's Required to Post	Law
Age Discrimination in Employment Act (ADEA)	Employers with 20 or more employees who are engaged in interstate commerce. Post " Equal Employment Opportunity is the Law " where accessible by employees, job applicants and union representatives	ADEA protects those 40 and older against job discrimination
Americans with Disabilities Act (ADA)	Employers, employment agencies with 15 or more employees engaged in interstate commerce. Unions with 15 or more members. Post " Equal Employment Opportunity is the Law "	ADA protects qualified persons with disabilities against job discrimination
Davis-Bacon Act	Federal government or D.C. construction contractors with contracts over \$2,000. Post " Notice to All Employees Working on Federal or Federally Financed Construction Projects "	Establishes minimum wage and other standards for those with public project contracts
Employee Polygraph Protection Act	Private employers engaged in or production of goods for commerce. Post Employee Polygraph Protection Act	Prohibits most private employers from use of lie detector tests for pre-employment screening or during employment.
Executive Order 11246	Federal contractors and subcontractors with contracts over \$10,000. Post " Equal Employment Opportunity is the Law " where accessible by employees, job applicants and union representatives	Protects against job discrimination based on race, color, religion, or national origin.
Executive Order 13496	Federal contractors and subcontractors are required to inform employees of their rights by posting the " Notification of Employee Rights Under Federal Labor Laws ". .	Informs employees of Federal contractors and subcontractors of their rights under the NLRA to organize and bargain.

Fair Labor Standards Act	Employers engaged in interstate commerce " FLSA Notice to Employees " and Notice to Workers with Disabilities Paid at Special Minimum Wages	Sets minimum wage, overtime, child labor and other wage standards.
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Family and Medical Leave Act	Employers engaged in commerce with 50 or more employees within 75 mile radius. Post where accessible by employees and job applicants " Your Rights Under the Family and Medical Leave Act of 1993 ".	Provides employees with 12 months of service and with at least 1,250 hours worked during last 12 months with 12 weeks of unpaid leave for birth or placement for adoption of child, one's own serious health condition, or for the serious health condition of spouse, child or parent.
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Genetic Information Nondiscrimination Act of 2008	Private and state and local government employers with 15 or more employees, employment agencies, labor unions, and joint labor-management training programs are required to post the " EEO is the Law " Poster Supplement and " Equal Employment Opportunity is the Law " posters.	Prohibits discrimination based on genetic information and restricting acquisition and disclosure of such information, so that the general public would not fear adverse employment- or health coverage-related consequences for having a genetic test or participating in research studies that examine genetic information.
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Migrant and Seasonal Agricultural Worker Protection Act	Agricultural employers/associations and farm labor contractors are required to post " Migrant and Seasonal Agricultural Worker Protection Act " notice.	Labor and wage standards for migrant workers
Occupational Safety and Health Act	Employers engaged in interstate commerce. Post " Job Safety and Health Protection "	Protections of the Occupational Safety and Health Act
Rehabilitation Act of 1973	Federal contractors and subcontractors with contracts at least in the amount of \$10,000. Post " Equal Employment Opportunity is the Law " where accessible by employees and job applicants	Employers are to take affirmative action to hire and promote qualified individuals with disabilities
Service Contract Act	Federal government or D.C. contractors with service contract of \$2,500 or more post " Notice to Government Contract Employees ". Wage determination should be posted or provided to employees	Sets prevailing minimum wage, fringe benefits, and other standards
Title VII of Civil Rights Act 1964	Employers, employment agencies with 15 or more employees engaged in interstate commerce. Unions with 15 or more members. Post " Equal Employment Opportunity is the Law " where accessible by employees, job applicants	Protects against job discrimination based on race, color, religion, gender, or national origin
Uniformed Services Employment and Reemployment Act (USERRA)	The Veterans Benefits Improvement Act, enacted by Congress in December 2004, mandates that employers provide notice to "all persons entitled to rights and benefits under USERRA." Employers may meet this obligation by posting the " Your Rights Under USERRA " (click here to download USERRA Poster for Public sector employers) poster in a prominent place where employees customarily check for such information.	USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants

		to the uniformed services.
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<p>Vietnam Era Veterans Readjustment Assistance Act (VEVRAA)</p>	<p>Federal contractors and subcontractors with contracts at least in the amount of \$25,000. Post "Equal Employment Opportunity is the Law" where accessible by employees and job applicants</p>	<p>Employers are to take affirmative action to hire and promote qualified disabled and Vietnam Era Veterans</p>
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Walsh Healy Act	Federal government or D.C contractors with contracts over \$10,000 post "Notice to Employees Working on Government Contracts"	Sets minimum wage, overtime and other standards
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