

# Your Rights at Work

## You have the right to be paid properly.

Labor laws establish standards for the minimum wage, overtime pay, recordkeeping, family and medical leave, and youth employment.



**DOL's Wage and Hour Division** can help workers get paid for the hours they work and take unpaid family and medical leave. **(866) 487-9243**

## You have the right to a safe and healthy workplace.

Employers are responsible for providing a safe and healthy workplace, along with any necessary safety gear.



**DOL's Occupational Safety and Health Administration** ensures that workers have safe and healthful working conditions. **(800) 321-OSHA (6742)**



**The National Labor Relations Board** protects employees who come together to improve their workplace, including safety and health on the job. **(866) 667-NLRB (6572)**

## You have the right to be treated equally.

You are protected from discrimination on the basis of race, color, age, genetic information, sex, sexual orientation, gender identity, religion, national origin, disability, or status as a protected veteran.



**The Equal Employment Opportunity Commission** enforces Federal laws that make it illegal to discriminate against an applicant or employee due to a person's race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability, or genetic information. **(800) 669-4000**



**DOL's Office of Federal Contract Compliance Programs** is responsible for ensuring that employers doing business with the Federal government comply with the laws and regulations requiring nondiscrimination. **(800) 397-6251**

## You have the right to join with coworkers to advocate for better working conditions.

Labor laws protect your right to form unions and join together with your coworkers to improve wages and working conditions.



**The National Labor Relations Board** protects employees who come together to form a union or act collectively to improve their workplace, including safety and health on the job. **(866) 667-NLRB (6572)**

## You have the right to be treated fairly as a veteran or servicemember.

Employers may not discriminate based on current or former military status, and must sometimes extend hiring preferences.



**DOL's Veterans Employment and Training Service** protects the employment rights of veterans, transitioning service members, and military spouses. **(866) 4-USA-DOL (487-2365)**



**DOL's Office of Federal Contract Compliance Programs** ensures that certain categories of veterans who are employees of (or applicants to) covered Federal contractors or subcontractors have their rights protected. **(800) 397-6251**

## You have a right to be protected from retaliation when you exercise the rights outlined above.

Immigrant workers generally have the same rights as other workers regardless of immigration status. Immigrant workers also generally have a right to be protected from retaliation based on immigration status.

Learn more at  
**Worker.gov**