Job applicants

Who is Protected?

Know Your Rights:

or participating in a

applicants for membership

Employers with 25 or Fewer Employees*

$10.35

BEHAVIORS THAT MAY BE SEXUAL HARASSMENT

Submit

• Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests,

• Sex (including pregnancy and related conditions, sexual orientation, or gender identity)

• Hardship is defined as causing significant difficulty or expense.

TIP CREDIT:

paid sick leave shall carry over to the following year of employment and may be capped at 80 hours or 10

Taking leave or time off to recover from childbirth

Department of Industrial Relations

Santa Ana 2 MacArthur Place, Ste. 720, Santa Ana 92707 (714) 558-4300

Oakland (510) 622-2916

Northern

Safety and Health Administration

California Code of

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more

WHAT OTHER FEDERAL EMPLOYMENT LAWS MAY APPLY TO PREGNANT WORKERS?

(ENFORCED BY THE U.S. DEPARTMENT OF LABOR)

1. Damages for emotional distress from each employer or person in violation of the law

2. Payment of additional wages

3. Injunctions

4. Changes in the policies or practices of the employer

You can also get free information from a State Division of Workers’ Compensation Information (DWC) & Assistance Officer. The nearest Information & Assistance Officer can be found at

Questions?

Visit: https://bit.ly/3hTG1EO

Want to learn more?

Professional references. But an interviewer should not ask questions designed to detect a person’s gender identity or gender transition

Yes. All employers are prohibited from harassing any employee, intern, volunteer, or contractor because of their gender identity or gender

Under California Labor Code Section 275, if an employer retaliates against a whistleblower, the employer may be required to reinstate the employee’s employment and back benefits, pay lost wages, and take other steps necessary to comply with the law.

How to report improper acts

Enforcement and penalties. The act provides civil remedies for unlawful discrimination. An aggrieved employee may file a
civil action, which may be brought in any State or Federal court of competent jurisdiction. A prevailing aggrieved employee

Receiving additional break time to use the bathroom, eat, and rest

What protections are afforded to whistleblowers?

What is a whistleblower?

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