

Kansas Law Provides

**Equal opportunity in
employment without regard
to race, religion, color, sex,
disability, national origin,
ancestry, or age.**

**Genetic testing and screening
is also prohibited.**

**Sex includes LGBTQ+, all derivatives of
sex, and pregnancy.**

Age is 40 or more years.

**If you have suffered discrimination
in recruitment, hiring, placement,
promotion, transfer, training,
compensation, layoff, or
termination contact...**

KANSAS HUMAN RIGHTS COMMISSION AREA OFFICES:

MAIN OFFICE TOPEKA:

**900 S.W. JACKSON
SUITE 568-SOUTH
TOPEKA, KANSAS 66612-1258
Voice (785) 296-3206
Fax (785) 296-0589
TTY (785) 296-0245
Toll-Free (888) 793-6874
E-mail khrc@ks.gov**

DODGE CITY OFFICE: MILITARY PLAZA OFFICES SUITE 220

**100 MILITARY PLAZA
DODGE CITY, KS 67801-4945
Voice (620) 371-5681
Fax (620) 371-5682**

WICHITA OFFICE:

**300 W. DOUGLAS
SUITE 220
WICHITA, KS 67202
Voice (316) 337-6270
Fax (316) 337-7376**



Child Labor Laws Notice

Kansas Hour Restrictions

This poster is only required to be displayed if you employ youth under 18 years of age and are NOT covered under the federal Fair Labor Standards Act (FLSA). Employers not covered by the FLSA are required to follow Kansas child labor laws. If you have a question as to which law (federal or state) applies, contact the Federal Wage and Hour office.

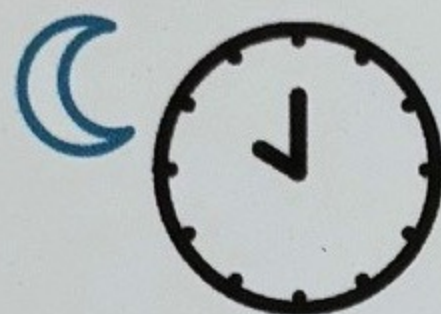
Most employers are covered by the FLSA and follow federal child labor laws.

There are no hour restrictions for minors ages 16 and 17.

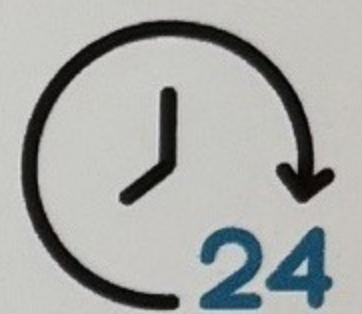
Hour Restrictions for minors ages 14 and 15:



May not work before
7 a.m.



May not work after
10 p.m.
(except on nights that do not precede a school day)



Maximum Hours
8 hours per day
40 hours per week



Hazardous Occupations

No child under 18 can be employed in any occupation declared hazardous by the U.S. Secretary of Labor. Limited exemptions apply. For more info, visit dol.gov/agencies/whd/child-labor

FEDERAL

For information on federal laws and guidelines, contact:

U.S. Department of Labor Office

Wage and Hour Division
Gateway Tower II
400 State Ave., Suite 1010
Kansas City, KS 66101

(913) 551-5721
Toll Free (866) 487-9243
dol.gov/agencies/whd/flsa

STATE

For information or answers regarding Kansas state law, contact:

Kansas Department of Labor

Employment Standards
401 SW Topeka Blvd.
Topeka, KS 66603-3182

(785) 296-5000, opt. 5
dol.ks.gov

EMPLOYEE RIGHTS

UNDER THE NATIONAL LABOR RELATIONS ACT

The NLRA guarantees the right of employees to organize and bargain collectively with their employers, and to engage in other protected concerted activity.

Employees covered by the NLRA* are protected from certain types of employer and union misconduct. This Notice gives you general information about your rights, and about the obligations of employers and unions under the NLRA. Contact the National Labor Relations Board, the Federal agency that investigates and resolves complaints under the NLRA, using the contact information supplied below, if you have any questions about specific rights that may apply in your particular workplace.

Under the NLRA, you have the right to:

- **Organize a union** to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment.
- **Form, join or assist a union.**
- **Bargain collectively** through representatives of employees' own choosing for a contract with your employer setting your wages, benefits, hours, and other working conditions.
- **Discuss your terms and conditions of employment** or union organizing with your co-workers or a union.
- **Take action** with one or more co-workers to improve your working conditions by, among other means, raising work-related complaints directly with your employer or with a government agency, and seeking help from a union.
- **Strike and picket**, depending on the purpose or means of the strike or the picketing.
- **Choose not to do any of these activities**, including joining or remaining a member of a union.

Illegal conduct will not be permitted. If you believe your rights or the rights of others have been violated, you should contact the NLRB promptly to protect your rights, generally within six months of the unlawful activity. You may inquire about possible violations without your employer or anyone else being informed of the inquiry. Charges may be filed by any person and need not be filed by the employee directly affected by the violation. The NLRB may order an employer to rehire a worker fired in violation of the law and to pay lost wages and benefits, and may order an employer or union to cease violating the law. Employees should seek assistance from the nearest regional NLRB office, which can be found on the Agency's website: www.nlrb.gov.

Under the NLRA, it is illegal for a union or for the union that represents you in bargaining with your employer to:

- **Threaten** you that you will lose your job unless you support the union.
- **Refuse to process a grievance** because you have criticized union officials or because you are not a member of the union.
- **Use or maintain discriminatory standards or procedures** in making job referrals from a hiring hall.
- **Cause or attempt to cause an employer to discriminate against you** because of your union-related activity.
- **Take other adverse action against you** based on whether you have joined or support the union.

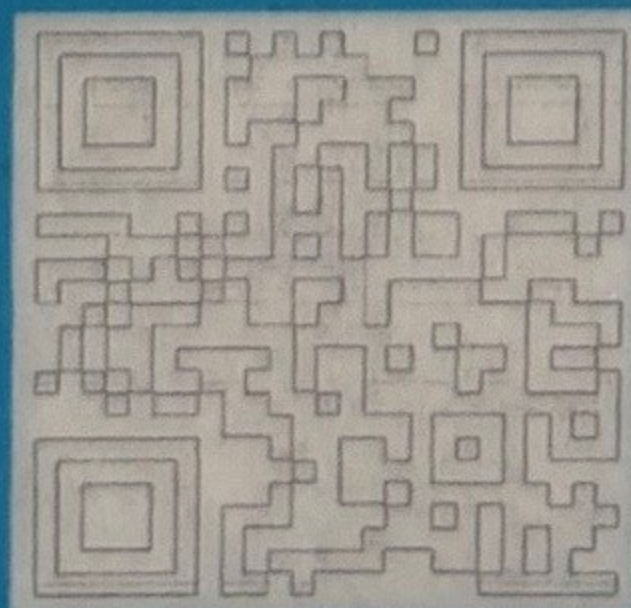
If you and your coworkers select a union to act as your collective bargaining representative, your employer and the union are required to bargain in good faith in a genuine effort to reach a written, binding agreement setting your terms and conditions of employment. The union is required to fairly represent you in bargaining and enforcing the agreement.

You can also contact the NLRB by calling toll-free: 1-844-762-NLRB (6572). Language assistance is available. Hearing impaired callers who wish to speak to an NLRB representative should send an email to relay.service@nlrb.gov. An NLRB representative will email the requestor with instructions on how to schedule a relay service call.

Under the NLRA, it is illegal for your employer to:

- **Prohibit you from soliciting for a union during non-work time**, such as before or after work or during break times; or from distributing union literature during non-work time, in non-work areas, such as parking lots or break rooms.
- **Question you about your union support or activities** in a manner that discourages you from engaging in that activity.
- **Fire, demote, or transfer you, or reduce your hours or change your shift**, or otherwise take adverse action against you, or threaten to take any of these actions, because you join or support a union, or because you engage in concerted activity for mutual aid and protection, or because you choose not to engage in any such activity.
- **Threaten to close your workplace** if workers choose a union to represent them.
- **Promise or grant promotions, pay raises, or other benefits** to discourage or encourage union support.
- **Prohibit you from wearing union hats, buttons, t-shirts, and pins in the workplace** except under special circumstances.
- **Spy on or videotape peaceful union activities** and gatherings or pretend to do so.

*The National Labor Relations Act covers most private-sector employers. Excluded from coverage under the NLRA are public-sector employees, agricultural and domestic workers, independent contractors, workers employed by a parent or spouse, employees of air and rail carriers covered by the Railway Labor Act, and supervisors (although supervisors that have been discriminated against for refusing to violate the NLRA may be covered).



SCAN TO LEARN MORE



U.S. Department of Labor



Occupational Safety
and Health Administration

Job Safety and Health IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- 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 the workplace injury and illness log.

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 with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient 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.

This poster is available free from OSHA.

Contact OSHA. We can help.



STOP HUMAN TRAFFICKING IN KANSAS

1-888-373-7888



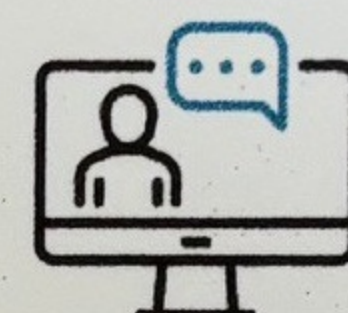
CALL

1-888-373-7888



TEXT

"BeFree" to 233733



LIVE CHAT

HumanTraffickingHotline.org



SCAN

to visit the website

If you or someone you know is a victim of human trafficking, there is help.

Know the Signs

- Are you being forced to work against your will?
- Are you threatened or tricked by your boss?
- Are you required to live with your employer?

Report Suspicious Activities

- Minor accompanied by an unrelated older adult who exerts excessive control or seems overly possessive.
- Lack of personal freedom.
- Tattoos or branding suggesting ownership.
- Signs of fear, submissiveness or paranoia around authority.
- Required to earn a certain amount of money per day.

Your actions can make a difference in someone's life.

Contact the National Human
Trafficking Hotline to:

- ✓ Get help.
- ✓ Find services.
- ✓ Report a tip.
- ✓ Learn about
your options.

If you or someone you know is
in immediate danger, call 911.

Fair Housing



MAIN OFFICE TOPEKA:

900 S.W. Jackson
Suite 568 - South
Topeka, Kansas 66612
Voice (785) 296-3206
Fax (785) 296-0589
TTY(785) 296-0245
Toll-Free (888) 793-6874

WICHITA OFFICE:

300 W. DOUGLAS
SUITE 220
WICHITA, KS 67202
Voice (316) 337-6270
Fax (316) 337-7376

DODGE CITY OFFICE:

Military Plaza Offices
Suite 220
100 Military Plaza
Dodge City, KS 67801
(620) 225-4804
Fax (620) 225-4986