New York State Postings



NEW YORK STATE Human Rights THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW (EXECUTIVE LAW, ARTICLE 15)

DISCRIMINATION BASED UPON AGE, RACE, CREED, COLOR, NATIONAL

RACE, CREED, COLOR, NATIONAL ORIGNI, SEXUL ORIENTATION, MILITARY STATUS, SEX, PRECINARY STATUS, SEX, PRECINARY STATUS, DISABILITY OR EXPRESSION, DISABILITY OR MARITAL STATUS, DISABILITY OR MARITAL STATUS IS PROHIBITED BY THE IEWY YORK STATE HUMAN RIHTS LAW. SECUL HARASSMET OR HARASSMETT BASED UPON ANY OF THESE FROTECTIC LLASSES ALSO IS PROHIBITED.

ALL EMPLOYERS, EMPLOYMENT AGENCIES, LABOR ORGANIZATIONS AND APPRENTICESHIP TRAINING DROBANS

ubblied: discrimination in employment on the b h observance or religious practices; hairstyles and with near gales applies to all ansas listed be rest or conviction record; prodisposing genetic bristics; pregnancy-related conditions. Isble accommodiations for conditions.

mestic workers; interns and nonemployees orkplace (for example temp or contract tected from all discrimination described RENTAL, LEASE OR SALE OF HOUSING, LAND AND COMMERCIAL SPACE, INCLUDING ACTIVITIES OF REAL ESTATE BROKERS AND SALES PEOPLE

d: discrimination on the basis of iswful source recomple housing vouchers, disability benefits, t familial status (families with children or being pregr boyo modi

totions of all rooms in a housing accommodation to als of the same sax al of a room by the occupant of a house or apartment

e, rental, or lease of accommodations of housing wely to persons 55 years of age or older, and the of such persons. Spouse of Such persons ALL CREDIT TRANSACTIONS INCLUDING FINANCING FOR PURCHASE, MAINTEMANCE AND REPAIR OF HOUSING

IES OF PUBLIC ACCOMMODATION SUCH AS AURANTS, HOTELS, HOSPITALS AND MEDICAL Age is not a covered classification relative to public accommodations

Ressonable accommodations for persons with disabilitie may also be required.

chools and private nonprofit schools, at all levels, excluding those run by religious ons; also for-profit colleges, universities, licensed reer schools or certified English as a second

EVERES ANY DISCRIMINATION A compaint must be fold with the Debiasin within any year for alloged acts of discrimination that occurred betwo 24/A0224. Compatibility of a sch of discrimination that occurred regards and a compatibility of the distribution three years of the alloged act. A compatibility discrimination that occurs employment that occurred on or after 001/20200 may be filed with three years of the alloged act. The Debiase's services are provided the of charge. sh to file a complaint in State Court, you may do so ree years of the discrimination. You may not file both Division and the State Court.

BOATING. FOR FURTHER INFORMATION, WRITE OR CALL THE DIVISION'S INCAREST OFFICE. HEADQUARTERS: ONE FORDHAM PLAZA, 4TH FLOOR, BRONX, NY 10458

Notice of Employee Rights, Protections, and **Obligations Under Labor Law Section 740**

Prohibited Retaliatory Personnel Action by Employers Effective January 26, 2022

WE ARE YOUR DOL

200 Departs

Livision of Labor Standards Harriman State Office Campus Building 12, Albany, NY 12226

- loyer" means any person, firm, partnership, institution, institut, or association that employs one or more
- employees. "Jace, nile or exploited" includes: (i) any duty enacted federal, state or local statuta or ordenance or security enacted to say rule or regulations promulgated parameter to such statuta or antimeneo or security enacted or or (ii) any judicial or administrative decision, ruling or orden. "Jubite tody" includes the following:
- nited States Congress, any state legislature, or any d local governmental body, or any member or

empoyee thereor; ii) any federal, stata, or local court, or any member or employee thereof, or any grand or petit jary; iii) any federal, stata, or local regulatory, administrative, a public agency or authority, or instrumentality thereof;

pools agenty or according or motorenation and cancer, () any federal, state, or local law enforcement agency, prosecutorial effice, or pelice or peace officier;) any federal, state or local department of an executive bench of government; or

vision, board, bureau, office, committee, or ission of any of the public bodies described in manachs (i) through (ii) of this canachph.

Cottensessenter autoperagonale (ii) through (ii) of Teis partie re-"Retailistary action" resears an adverse action taken by a employee or his or her agent to discharge, finanten, per or in any other manner discrimitable against any employ-ferme employee exercising his or her rights under his -----tening against any employ-ement actions against an employ-

b), b), b), a) always englayeest actions or through out always englayeest actions against an englayee here at consistent of englayeest booking is tot at the booking of the state of the state of the state of the black of the state of the state of the state and englassis and the state of t

work performance of the affected employee; or who has managerial authority to take corrective action regarding the violation of the law, rule or regulation of which the employee constitutes

employer shall not take any retailatory action loyee, whether or not within the scope of the duties, because such employee does any of the

se, or threatens to disclose to a supervisor or to a horiv an activity, policy or practice of the employer that

In deep an accumuly plotted on plotted on voltables of laws, rule or lation or that the employee reasonably believes poses a lation of that the employee reasonably believes poses a lation of that the employee reasonably believes poses a lation of the plotted of the plotted of the plotted of the lation of the plotted of the plotted of the plotted of the lating an investigation, heading or inquiry into any such ity, policy are previous by such employee, or

objects to, or

To Be Posted Conspicuously in easily accessible and well-lighted places customarily frequented by employees and applicants for employment.

NEW YORK STATLOT OPPORTMENT. Department of Labor

1-888-392-3644

MIGRATORIO O CIUDADANIA, DISCAPACIDAD O ESTADO CIVIL. TAMBIÉN ESTÁ PROHIBIDO EL ACOSO SEXUAL O EL ACOSO POR CUALQUIERA DE ESTAS CLASES PROTEGIDAS.

TODOS LOS EMPLEADORES, AGENCIAS DE EMPLEO, ORGANIZACIONES DE TRABAJO Y PROGRAMAS DE CA DE APRENDICES

Admitishing, esta promisca la discriminacione nel e entiposo biane de la observación del Smalacio prácticas religiosase; asociatios con la ruza familión se aplica a las drase anua continuación amesto previo a antecedentes prenales; las corracterísticas genéficas presipponentes; las conticiones relacionatas con el entitorizao. Es posible que sea escenario bacer accendese racombiente envernen en el futuración del modernines melhoralmentes mismos esta en escenario bacer accendese racombientes envernen en el termación del modernines melhoralmentes envernen en el termación del moderne en el termación del m

de manera rezonable. Termbién están cubiertos: trabajadores domésticos; tritemos y no empleados cuales trabajan en el lugar de trabajo (por ejemplo trabajadores temporarixo o constantene) están prelogidos de toda discriminación descrito ambe.

NEMES RAIGES Y VENDEDORES También esta prohibiós: La discriminación a basa de fuente de Ingreso logal y de elempio valor. Lo encréticos de discopacidad, manutanción de mitody, estado familiar (tamilias con niños o en esdado do embanazo); amesto povido o condena sellada; boicot comercial a costo immólitació.

contenciar o accelo miniodinario. También es posible que ses necesario realizar modificaciones y arregios razonables para personas con discapecidades.

Excepciones: (1) alquiter de un apartamento en una casa para dos familias ocupada por el duaño (2) restricciones de locas les habitaciones en una vivienda para incluídado del mismo seco (2) alguiter de una habitación por parte del ocupante de una ces ovariamente.

TODAS TRANSACCIONES CREDITICIAS INCLUYENDO FINANCIAMENTO PARA LA COMPRA, MANTENIMIENTO Y REPARACION DE VIVIENDAS

Ecospector La edad no es una clasificación cubierta respecto o públicos. Es posible que sea necesario realizar arre para personas con discapacidades. INSTITUCIONES EDUCATIVAS

NL-MARKEUN DE VITIERENS LUGARES DE ALCJAMIENTO PÚBLICO, COMO RESTAURANTES, MOTELES, MOSPITALES Y CONSULTORIOS MÉDICOS, CLUES, PARQUES Y OFFICINAS DEL GOBIERNO.

para personis con discipicatados. INSTITUCIONES EDUCATIVAS Totas las ecucias publicas y excuestes privadas siti ántimo de lucre, en todos tos inelese, excularedo escuelas dirigidas por organizaciones esplanços, tamaterir edelar cubertos, ecucias profesiones autorizados o escuelas certificadas de inglés como segundo tátoma.

seguno borna. Hautunako y Kaucharotako Kon B, Nervas, Kautunako K, K

Los servicios de la División se ofrecan sin cargo. Si deses presentar una demanda ante el Tribunal Estatal, puede hacerio dentro de los tres años deside que ocurriera la discriminación. No puede presentar una demanda ante la Divisió ante el Tribunal Estatal.

hadron dorthi do kho m-a-man-doorthineack, tho policy presider and detranda later su u-man-, anti- et Thouse (balax, Seperbibia Ib serpeosalities per presentar ran demanda u openera e preticioa discrimitatoria. Puede presentar ran demanda artis balavidas i duridir generalitat. PAPA OTIDERI MIK ENGONE, DISCINE O LLARE AL OFICINA MIKA CIPCANA CAL INTRODUC MICRA CHIMINE: Americanda artis balavida i duridir generalitat. Americanda artis balavida i duridir generalitat. Americanda artis balavida i duridir generalitat.

or solving, the employee measurable believes that reporting to the appendence would result in a destruction of workees or or concentinent of the activity, pairly or practice, to lead the endopyee measures or old measurable the employee to lead the endopyee measures of a mixer; I here analysee measures the welfare of a mixer; I here analysee measures the solution and the employee any other persons:

the employee reasonably believes that the supervisor is already searce of the activity, policy or practice and will not correct such activity, policy or practice.

As exceptions where the beaution of a metalogy and an exception of the section may include a cold data in additions to which of the section may include as a cold data includes the original section with the two parts with the section of the section with the two parts with the section of the section with the section of the section county in which the section of the section of the county in which the section of the section and and the section of the section with the section of the sec

swettom, the court may order relief as follows: (a) an injunction to restrain continued violation of this section; (b) the relastationent of the employee to the same position held before the relatatory action; or to an equivalent position; or front pay in lisu thereof;

t by the employer of re

(g) the payment by the employer of punitive damages, if the violation was willful, malicious or wantas.

research was wetter, malicious or workton.
Employer milet. A court, in its discretion, may also order their resconsable attractional courts and discussmentals be awarded to an employer? The court determines that an action trought by an employee under this section was without basis in laws or in fact.

tasks in law or in host. Existing rights, turking at this anxiety and host ordered to be a strained by the probability of the prophysical density of the strained or the strained or the strained bergating agreement or employment contract. Publication, Lawy amploymental infine that density of the host of the strained or the strained or the strained or the strained order of the strained or the strained order of the host of the strained order of the strained orde

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) a civil penalty of an amount

ment of full tringe benefits and seniority rights; ation for lost wases, benefits and other

enta, alquiler o arrendamiento de alojamiento en una casa silvamente a personas mayores de 55 años y al cónyuge de le nerenne

DHR.NY.GOV

ESTE ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS JAIMANOS DEL ESTADO DE NIENA VIDEX A EX E JECUTIVA, SECOL AMMONG DEL ESTADO EN NAME VIRE LET LEJORA SECOME EL LESTADO DE MUEVA YORK RORHÍRE LA DISCRIMINIACIÓN POR EDAD, RAZA, CREDO, COLOR, RIGEN NACIONAL, ORIENTACIÓN SENSITIUS MITHER, SEXO, EMBRANSE DEDETIDAD O ENFIRENCIÓN DE GEBERRO ESTADO MISERADRIO O CUDADANÁ, MISERADRIO O CUDADANÁ, Summary of New York State Child Labor Law, Permitted Working Hours for Minors Under 18 Years of Age

Age of Minor Girls and Boys		Industry or Occupation	Maximum			
			Daily Hours	Weekly Hours	Days per Week	Permitted Hour
Attending School, When school is in sension:	14 and 15	All occupations except form work, newspaper carrier and street trades.	S hours on school days. 8 hours on other days.	181	6	7 AM to 7 PM
	16 and 17	All occupations except form seck, newspaper carrier and street trades.	4 hours on days proceding roboil days: Monday, Tuesday, Wednesday, Thursday ² . 8 hours on: Friday, Setunday, Sunday and Halidago ⁴ .	284	64	6 AM to 10 PM ^S
Attending School, When school is not in session (receiver):	14 and 15	All occupations except form work, newspaper carrier and street trades.	8 hours	40	6	7 AM to 9 PM June 21 to Labor De
	16 and 17	All occupations except farm work, newspaper carrier and street trades.	8 hours ⁴	434	64	6 AM to Midnight ⁴
Not Attending School:	16 and 17	All occupations except form work, newspaper carrier and street trades.	8 hours ⁴	434	64	6 AM to Midnight ⁴
Ferm Work:	12 and 13	Hand harvest of berries, fruits and vegetables.	4 hours	-	-	June 21 to Labor D 7 AM to 7 PM. Day after Labor Da to June 20, 9 AM to 4 PM.
	14 to 18	Any farm wark.	-	-	-	-
Newspaper Carriers:	11 to 18	Delivers, or sells and delivers newspapers, shopping papers or periodicals to homes or business places.	4 hours on school days. 5 hours on other days.	-	_	5 AM to 7 PM or 30 minutes prior to suns whichever is later
Street Trades:	14 to 18	Self-employed work in public places selling newspapers or work as a bootblack.	4 hours on school days. 5 hours on other days.	-	-	6 AM to 7 PM

Division of Labor Standards Worker Protection

hours on a stood day 23 hours is any one-week whore this is in assistion. 23 blockets it is a start of more that is not one week whore the factorial is in assistion. 24 blockets it is a start of more that is a start of the s

Additional Child Labor Law Information

Additional Child Labor Law Information The finisprem upper particular standards and the standards dir tils existication and the standard standards and the standards over 19 mm stat. Partiella for Child Labor Law Valdation: - First valdation: maximum 51,000° - The ord environment 50,00° - The ord environment 50,00° - The ord environment 50,00° - The ord environment 50,00°

times the maximum persity. Also, Section 14A of the Workers' Compensation Law provides double compensation and death benefits for minors illegaily employed. Note: There are many prohibited occupations for minors in New York State.

Garden City District 400 Oak Street Suite 102 Garden City, NY 11530 (516) 794-8195

NEW YORK CORRECTION LAW • ARTICLE 23-A

LICENSURE AND EMPLOYMENT OF PERSONS PREVIOUSLY CONVICTED OF **ONE OR MORE CRIMINAL OFFENSES**

781. Appn.ears.y. 782. Unfair discrimination against persons previo comietted of one er more criminal offenses prehi 783. Factars to be considered concerning a previ criminal convictioe; presumption. 754. Written statement upon denial of license or

§750. Definitions. For the purposes of this article, the following terms shall have the following meanings: (1) "Public agency" means the state or any local subdivi-thereof, or any state or local department, agency, board or commission.

(2) "Physics employer" means any person, company, rporation, labor organization or association which emplo more persons. more persons. (a) "Direct relationship" means that the nature of criminal modult for which the person was comicided has a direct beening the fitness or ability to perform near or more of the daties or specializities necessarily minited to the locense, opportunity, or in in question.

swogan, or other firearm. 1 "Englogment" means any occupation, vocation if the generation are yiers of vocational or educational the ded, however, that "employment" shall not, for the sees of this article, include membership in any law terment agence.

recentent agency. 1. Applicability. The provisions of this article shall a applicability any person for a license or employm public or private employer, who has provisely been dived of one or more crimital efference in the set

plane or passes to passes to plane of this state or in i piszidizio, and to any looms or employment held by or whose conviction of ene or more criminal offenses in or in any other jurisdiction proceeds auch employment ding of a forma, aucojat where a mandatory frieflature, bibly or ber to employment is imposed by low, and has a monyote but as executive pardon, certificate of relief fr consisted of use or non-criminal differensis in this table or in any observation of the second second second second second second persons whose consolution of one or more criminal difference in the persons whose consolution of the second databilities or contribution of speed control (1) with a databilities or contribution of speed control (1) with a databilities or contribution of speed control (1) with a databilities or contribution of speed control (1) with a databilities or contribution of speed control (1) with a databilities or contribution of speed control (1) with a databilities or contribution of speed control (1) with a databilities or contribution of speed control (1) with a databilities or contribution of speed control (1) with a databilities or contribution of speed control (1) with a databilities or contribution of speed control (1) with a databilities or contribution of speed control (1) with a databilities or contribution of speed control (1) with a databilities or contribution of speed control (1) with a databilities or control (1) with a databilities or control (1) with a speed control (1) with a databilities or control (1) with a speed databilities of the speed of the speed of the speed databilities of the speed of the speed databilities of the speed of the speed of the speed databilities of the speed of the speed of the speed databilities of the speed of the speed of the speed databilities of the speed of the speed of the speed of the speed databilities of the speed of the speed of the speed of the speed databilities of the speed of the speed of the speed of the speed databilities of the speed databilities of the speed of the spee

WORKERS' COMPENSATION This is not intended to represent the law; nor does it replace any Workers' Compensation posting requirements within you state.

Noywee: Refer to notice of compliance/contribute of rance from your Employer's insurance Castier. If you any further inquiries, please contact your personnel IINEMPI OYMENT INSURANCE

Employees: Contact year local amengloyment office for year rights concerning amengloyment benefits as an employee. This Posting is for mational Purposes Only Info

ion against perso wohibited. No app

http://www.labor.ny.gov. If you have questions, j send them to one of the offices listed below at:

New York City Distri 55 Hanson Place 11th Floor Brooklyn, NY 11217 (212) 775-3880

Rochester District 276 Waring Road Room 104 Rochester, NY 14609 (585) 258-4550

Syracuse District 333 East Washington Room 121 Syracuse, NY 13202 (315) 428-4057

New York State D

Bronx District 55 Hanson Place 11th Floor Brooklym, NY 11217 (212) 775-3719

Buffalo District 295 Main Street Suite 914 Buffalo, NY 14203 (716) 847-7141

and no employment or license hald by an insurvaux, to very article are applicable, shall be denied or acted upon advers lickidual a buving been previously convicted of one or mor by reason of a finding of lack of "good moral chasacter" wit based upon the fact that the individual has previously been more criminal offenses, unless: (1) There is a direct relationship between one or more of the previous crim offenses and the specific license or employment sought or held by the individ

or continuation of the license or the granting or continuation of all involve an unreasonable risk to property or to the safety or idividuals or the general public. 5753. Factors to be considered concerning a previous crimin presumption. 1. In making a determination pursuant to section a TRy-two of this chapter, the public agency or private employer at cleanate factors.

(a) The public policy of this state, as expressed in this act, to encourage the licensure and employment of persons previously convicted of one or more crimina offensat. I) The specific dubes and respectibilities necessarily instant to the Lenna or erreleymmat scopils or healt by the person. Ii) The sharing 1, any the cristical definitions or offensate for which the person was previously conclude all have no its fiftness or stability to perform one or more such dubes or responsibilities. Iii) The first which has elapsed since the occurrence of the crimical offensa or relevant.

(8) The age of the person at the time of occurrence of the criminal offense or denses.

Aftense. () The seriousness of the offense or offenses. () JAv information produced by the person, or produced as his behalf, in regard to his shell-billation and good conduct. () The logitime interest of the public against or private employee in producting regerity, and the oriety and weffare of specific individuals or the general public.

property, and the barry and weather of spectra introvations of the J. In mixing a disterministion pursues tho section over handred chapter, the public agency or private employer shall also give complex entitizate of relief from disabilities or a certificate or global constact applicant, which certificates allow a presumption of mubability the offense or of theses specified therein. §754, Writhen statement upon design of license or employment Reference and the second se

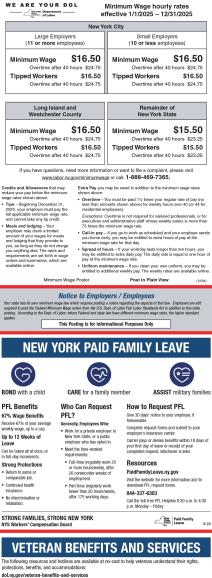
Workplace Lactation

tion 206-c provides ALL employees with the right to paid break time milk in the workplace. Whenever an employee starts a new job, and , employees are required to provide the MYSDOL Policy on the Rights spress Breast Milk in the Workplace.

New York Child Labor schoolse. Minore many the hours of work, as long as they post the changes on the schoolse. Minore may work only on the days and at the times posted on the schoolse, minore are present at other times or if there is no posted schedule, it is a violation of the child labor law.

Electronic Monitoring se achiesed that any and all beleptone conversations or transmissions, electrons transmissions, or tainent accessor arounge by an employee by any electronic or system, including but not limited to the use of a computer, telephone, wire, electromagnetic, photoelectronic or photo-potical systems may be subject to ing at any and all times and by any limitum means.

This Posting is for Informational Purposes Only



Attention Miscellaneous

Industry Employees

WE ARE YOUR DOL

TAX BENEFITS IAA BEREFITS WYS Department of Tax and Finance Information for military personnel and veterans: taca y gov/pb/He/military_page.htm Property tax exemptions: taca y gov/pb/popenty/exemption /vetexempt.htm

EDUCATION, WORKFORCE, AND TRAINING RESOURCES

IHAIMING RESOURCES Veteran Readiness and Employment (VR Program: www.beneffs.va.gov/vocrebab New York State Civil Service Credits for Ueberans Program: www.cs.m/gov

ADDITIONAL RESOURCES

NYS Domestic and Sexual Violence Hotline: Call: 800-942-6906 Text: 844-997-2121

NYS Workplace Sexual Harassment Hotline: Call: 1-800-HARASS-3

1-800-HWARS-3 Department of Motor Vehicles: Veteran Status Designation Photo Document: dmw.ny.gov/mote-info/veteran designation-photo-document

Veteran License Plate: dmv.ny.gov/plates /military-and-veterans

NEW YORK STATE Department of veterans' Services

Website: veterans.ny.gov Help Line: 1-888-838-7697 mail: DVSInfo@veterans.nv.gov Services: Legal, education, employment and volunteer, financial, health care, and

NEW YORK STATE DEPARTMENT OF LABOR VETERANS' PROGRAM

xite: dol.ny.gov/services-vetr Help Line: 1-888-469-7365 Email: Ask.Vets@labor.ny.gov Renalces: Workforce and trainin inces, unemployment insurance

The New York State Department of Labo is an Equal Opportunity Employee/Program. Availating aides and services are available upon request and free of charge to individuals with desatilities TTV/TDD 711 or 1-807-662-220 (Eng)161 / 1-877-662-4886.

Veterans' Services * Patriot * Poster Company * *

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ALLC 20250505

Compliance Date January 2025



MENTAL HEALTH AND SUBSTANCE ABUSE RESOURCES

All calls and texts are free and confidential

contifiential U.S. Department of Veterans Affairs Veterans Crisis Line: www.veteranscrisialien.net Call: 968, press 1 Text: 838255 Suicide and Crisis Lifeline: www.veteranscrisialine.net Call: 968 Text: 968

Cal: 988 Text: 988 Crisis Textline: Text: 741741 Chat: crisistextline.org NYS Office of Mental Health (OMH): www.orh.nr.gov

www.orm.nt/j.gov NYS Office of Addiction Services and Supports (DASAS): www.ossas.rtg.gov/hopeline Call: 1-877-8-HOPENY (467469) Text: HOPENY (467369)

LEGAL SERVICES

Veterans Treatment Courts (VTC): ww2.nycourts.gov/ courts/problem_solving/vet/courts.shtml

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Email: ProblemSolving@courts.state.ny