

# Your Employee Rights Under the Family and Medical Leave Act

### What is FMLA leave?

The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with **job-protected leave** for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees. Eligible employees can take up to **12 workweeks** of FMLA leave in a 12-month period for:

- The birth, adoption or foster placement of a child with you,
- Your serious mental or physical health condition that makes you unable to work,
- To care for your spouse, child or parent with a serious mental or physical health condition, and
- Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to **26 workweeks** of FMLA leave in a single 12-month period to care for the servicemember.

You have the right to use FMLA leave in **one block of time**. When it is medically necessary or otherwise permitted, you may take FMLA leave **intermittently in separate blocks of time**, or on a **reduced schedule** by working less hours each day or week. Read Fact Sheet #28(m) for more information.

FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave.

You are an **eligible employee** if all of the following apply:

- You work for a covered employer.
- You have worked for your employer for at least 12 months,
- You have at least 1,250 hours of service for your employer during the 12 months before your leave, and
- Your employer has at least 50 employees within 75 miles of your work location.

### What does my employer need to do?

If you are eligible for FMLA leave, your employer must:

- Allow you to take job-protected time off work for a qualifying reason,
- Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and
- Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave.

Your employer **cannot** interfere with your FMLA rights or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation.

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must **confirm** whether you are **eligible** or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must **notify** you in **writing**:

- About your FMLA rights and responsibilities, and
- How much of your requested leave, if any, will be FMLA-protected leave.

**Where can I find more information?**

Call 1-866-487-9243 or visit [dol.dhs.gov/fmla](http://dol.dhs.gov/fmla) to learn more.

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. **Scan the QR code to learn about our WHD complaint process.**

WH4120 REV 04/23

## EMPLOYEE RIGHTS

## EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

### PROHIBITIONS

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discriminating, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

### EXEMPTIONS

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities.

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armed car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers.

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.

### EXAMINEE RIGHTS

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

### ENFORCEMENT

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

**THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.**

1-800-487-9243  
[www.dhs.gov/government](http://www.dhs.gov/government)

## DIVISION OF WORKERS' COMPENSATION

## NOTICE REGARDING CERTAIN WORK-RELATED COMMUNICABLE DISEASES AND ELIGIBILITY FOR WORKERS' COMPENSATION BENEFITS

**TO: LAW ENFORCEMENT OFFICERS, FIRE FIGHTERS, EMERGENCY MEDICAL SERVICE EMPLOYEES, PARAMEDICS, AND CORRECTIONAL OFFICERS**

In order to qualify for workers' compensation benefits, an employee who claims a possible work-related exposure to a reportable disease, including HIV infection, must be tested for the disease not later than the 10th day after the exposure and must provide their employer with documentation of the test and a sworn affidavit of the date and circumstances of the exposure. The test result must indicate the absence of the disease. The employee is not required to pay for the test.

Reportable diseases are those communicable diseases and health conditions required to be reported to the Texas Department of State Health Services. Exposure criteria and testing protocol must conform to Texas Department of State Health Services requirements.

**TO: ALL STATE EMPLOYEES**

In order to qualify for workers' compensation benefits, a state employee who claims a possible work-related exposure to human immunodeficiency virus (HIV) infection, must be tested for HIV within 10 days after the exposure and must provide their employer with documentation of the test and a written statement of the date and circumstances of the exposure. The test result must indicate the absence of HIV infection. The employee is not required to pay for the test.

For additional information: Talk to your employer or call the Division of Workers' Compensation at 1-800-252-7031. Also, contact the Texas Department of State Health Services (DSHS) to ensure full compliance with the Health and Safety Code and DSHS rules.

Notice 9 (Rev. 12/15) TEXAS DEPARTMENT OF INSURANCE, DIVISION OF WORKERS' COMPENSATION Rule 110.108

## 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.

**Contact OSHA. We can help.**

1-800-321-OSHA (6742) • TTY 1-877-889-5627 • [www.osha.gov](http://www.osha.gov)

This poster is available free from OSHA.

## TEXAS WORKFORCE COMMISSION

## EQUAL EMPLOYMENT OPPORTUNITY IS ...

## IGUALDAD DE OPORTUNIDADES EN EL EMPLEO ES ...

### The Law in Texas

The law prohibits employers, employment agencies and labor unions from denying equal employment opportunities in:

- hiring
- promotion
- discharge
- pay
- fringe benefits
- membership
- training
- other aspects of employment

because of race, color, national origin, religion, sex, age, or disability.

The Sex Protected Class includes Sexual Harassment, Gender Stereotyping, Pregnancy Discrimination, Gender Identity, and Sexual Orientation.

### La Ley en Texas

La ley prohíbe a los empleadores, agencias de empleo y sindicatos de negar la igualdad de oportunidades de empleo en:

- ocupar
- ascensos
- desocupar
- pago
- beneficios
- membresía
- entrenamiento
- otros aspectos del empleo

por causa de raza, color, nacionalidad, religión, sexo, edad, o incapacidad.

La clase protegida por sexo incluye acoso sexual, estereotipos de género, discriminación por embarazo, identidad de género y orientación sexual.

If you believe you have been discriminated against, contact the Texas Workforce Commission, Civil Rights Division

Si usted cree que ha sido discriminado, comuníquese con la Comisión Laboral de Texas, División de Derechos Civiles

Website: [www.twc.texas.gov/jobseekers/how-submit-employment-discrimination-complaint](http://www.twc.texas.gov/jobseekers/how-submit-employment-discrimination-complaint)  
Email: [EOOintake@twc.texas.gov](mailto:EOOintake@twc.texas.gov)

101 E. 15th Street, RM. 154;  
Austin, TX 78778  
(512) 463-2642

Toll Free (within Texas) 1-888-452-4778  
TTY (512) 371-7473

Equal Opportunity Employer / Program  
Igualdad de Oportunidad de Empleo / Programa

Ref.: Texas Labor Code, Title 2, Ch. 21

## BLACK RIFLE COFFEE COMPANY

## Texas Workforce Commission

## ATTENTION EMPLOYEES

Your employer reports your wages to the Texas Workforce Commission. If you become unemployed or your work hours are reduced, you may be eligible for unemployment benefit payments. File online at [www.twc.texas.gov](http://www.twc.texas.gov) or call 1-800-959-6831. Additional assistance may be available at your local Workforce Solutions Office; please visit the directory at: [www.twc.texas.gov/directory/workforce-solutions-offices-services](http://www.twc.texas.gov/directory/workforce-solutions-offices-services)

Unemployment Insurance (UI) benefits are available to workers who are unemployed and who meet the requirements of state UI eligibility laws.

To file, you will need to provide your full legal name and your social security number or your authorization to work.

The Texas Payday Law, Title II, Chapter 61, Texas Labor Code, requires Texas employers to pay their employees who are exempt from the overtime pay provisions of the Fair Labor Standards Act of 1938 at least once per month. All other employees must be paid at least twice a month and each pay period must consist as nearly as possible of an equal number of days.

Scheduled paydays: (You must indicate date or dates of the month for employees paid monthly or semi-monthly, and day of the week for employees paid weekly or at other times.)

MONTHLY: \_\_\_\_\_  
SEMI-MONTHLY: \_\_\_\_\_  
WEEKLY: \_\_\_\_\_  
OTHER: **Biweekly on Fridays**

TO EMPLOYERS: Texas Labor Code section 208.001(b) and 40 T.A.C. 815.114(A) & (B) require that this notice, or its equivalent, be displayed in a location reasonably calculated to be encountered by all employees, and that an employer provide such information, individually, to an employee upon separation from employment.

To report suspected fraud, waste or abuse of the program call 800-252-3642.

Y-0024203

Ref.: Texas Labor Code, Title 9, Ch. 81

## EMERGENCY NUMBERS

## CALL 911

POLICE: **911**

AMBULANCE: **911**

PHYSICIAN: **911**

HOSPITAL: **911**

FIRE DEPARTMENT: **911**

POISON CONTROL: **(800) 222-1222**

OSHA: **(800) 321-6742**

### Attention Texas Employers

**Re: Workers' Compensation Poster**

Employers in the State of Texas are required to post a notice for their employees whether they DO or DO NOT carry workers' compensation insurance.

If you DO carry workers' compensation insurance, please fill out Notice 6 on your All-On-One™ poster.

If you DO NOT carry workers' compensation insurance, please fill out Notice 5 on your All-On-One™ poster. It is your responsibility as an employer to fill out the DWC-5 form, "EMPLOYER NOTICE OF NO COVERAGE OR TERMINATION OF COVERAGE", by downloading it at [www.complianceposter.com/free-labor-law-posters](http://www.complianceposter.com/free-labor-law-posters)

Please send this to the address listed at the top of form DWC-5.

## EMPLOYEE RIGHTS

## UNDER THE FAIR LABOR STANDARDS ACT

## FEDERAL MINIMUM WAGE

# \$7.25

PER HOUR

BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it.

### OVERTIME PAY

At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

### CHILD LABOR

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-term jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hour restrictions. Different rules apply to agricultural employment.

### TIP CREDIT

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit, based on tips received by their employees. Employees must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

### PUMP AT WORK

The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employees may also take a bathroom, which is sheltered from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

### ENFORCEMENT

The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employees may file civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any mine employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers for complaining or participating in any proceeding under the FLSA.

### ADDITIONAL INFORMATION

Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work requirements. Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. Some states have provided greater employee protection. Employers must comply with both. Some employees incorrectly classify workers as "independent contractors" when they are employees. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not. Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum under special conditions issued by the Department of Labor.

U.S. DEPARTMENT OF LABOR  
WAGE AND HOUR DIVISION  
UNITED STATES GOVERNMENT OF LABOR

1-866-487-9243  
[www.dhs.gov/e-verify](http://www.dhs.gov/e-verify)

## NOTICE TO EMPLOYEES CONCERNING ASSISTANCE AVAILABLE IN THE WORKERS' COMPENSATION SYSTEM FROM THE OFFICE OF INJURED EMPLOYEE COUNSEL

Have you been injured on the job? As an injured employee in Texas, you have the right to free assistance from the **Office of Injured Employee Counsel (OIEC)**. OIEC is the state agency that assists unrepresented injured employees with their claim in the workers' compensation system.

You can contact OIEC by calling its toll-free telephone number: **1-866-393-6432**.

More information about OIEC and its Ombudsman Program is available at the agency's website ([www.oiec.texas.gov](http://www.oiec.texas.gov)).

## OMBUDSMAN PROGRAM

**What Is An Ombudsman?** An Ombudsman is an employee of OIEC who can assist you if you have a dispute with your employer's insurance carrier. An Ombudsman's assistance is free of charge. Each Ombudsman has completed a comprehensive training program designed specifically to assist you with your dispute.

An Ombudsman can help you identify and develop the disputed issues in your case and attempt to resolve them. If the issues cannot be resolved, the Ombudsman can help you request a dispute resolution proceeding at the Texas Department of Insurance, Division of Workers' Compensation.

**Once a proceeding is scheduled an Ombudsman can:**

- Help you prepare for the proceeding (Benefit Review Conference and/or Contested Case Hearing);
- Attend the proceeding with you and communicate on your behalf; and
- Assist you with an appeal or a response to an insurance carrier's appeal, if necessary.

**oiec**

Figure 28 TAC §276.5(c) – September 2022

## NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS

**COVERAGE:** [Name of employer] **Black Rifle Coffee Company** has workers' compensation insurance coverage from [name of commercial insurance company] **WCF Insurance** in the event of work-related injury or occupational disease. This coverage is effective from [effective date of workers' compensation insurance policy] \_\_\_\_\_. Any injuries or occupational diseases which occur on or after that date will be handled by [name of commercial insurance company] **WCF Insurance Company** \_\_\_\_\_. An employee or a person acting on the employee's behalf, must notify the employer of an injury or occupational disease not later than the 30th day after the date on which the injury occurs or the date the employee knew or should have known of an occupational disease, unless the Texas Department of Insurance, Division of Workers' Compensation (Division) determines that good cause existed for failure to provide timely notice. Your employer is required to provide you with coverage information, in writing, when you are hired or whenever the employer becomes, or ceases to be, covered by workers' compensation insurance.

**EMPLOYEE ASSISTANCE:** The Division provides free information about how to file a workers' compensation claim. Division staff will answer any questions you may have about workers' compensation and process any requests for dispute resolution of a claim. You can obtain this assistance by contacting your local Division field office or by calling 1-800-252-7031. The Office of Injured Employee Counsel (OIEC) also provides free assistance to injured employees and will explain your rights and responsibilities under the Workers' Compensation Act. You can obtain OIEC's assistance by contacting an OIEC customer service representative in your local Division field office or by calling 1-866-EZE-OIEC (1-866-393-6432).

**SAFETY VIOLATIONS HOTLINE:** The Division has a 24 hour toll-free telephone number for reporting unsafe conditions in the workplace that may violate occupational health and safety laws. Employers are prohibited by law from suspending, terminating, or discriminating against any employee because he or she in good faith reports an alleged occupational health or safety violation. Contact the Division at 1-800-452-9595.

Notice 6 (01/13) TEXAS DEPARTMENT OF INSURANCE, DIVISION OF WORKERS' COMPENSATION Rule 110.101(e)(1)

## NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION IN TEXAS

**COVERAGE:** [Name of employer] \_\_\_\_\_ does not have workers' compensation insurance coverage. As an employee of a non-covered employer, you are not eligible to receive workers' compensation benefits under the Texas Workers' Compensation Act. However, a non-covered (non-subscribing) employer can and may provide other benefits to injured employees. You should contact your employer regarding the availability of other benefits for a work-related injury or occupational disease. In addition, you may have rights under the common law of Texas should you have an on the job injury or occupational disease. Your employer is required to provide you with coverage information, in writing, when you are hired or whenever the employer becomes, or ceases to be, covered by workers' compensation insurance.

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Notice 5 (01/13) TEXAS DEPARTMENT OF INSURANCE, DIVISION OF WORKERS' COMPENSATION Rule 110.101(e)(4)

### Reporting Workplace Violence

Employees can report instances of workplace violence or suspicious activity by contacting the Department of Public Safety (DPS) through the iWatchTexas Community Reporting System at [www.iwatchtx.org](http://www.iwatchtx.org), or by calling 844-643-2251. Employees have the right to make a report to DPS anonymously.

### Reportando La Violencia en el Trabajo

Los empleados pueden denunciar casos de violencia en el trabajo o actividades sospechosas comunicándose con el Departamento de Seguridad Pública (DPS) a través del Sistema de Informes Comunitarios iWatchTexas en [www.iwatchtx.org](http://www.iwatchtx.org), o llamando al 844-643-2251. Los empleados tienen derecho a presentarle una queja al DPS de forma anónima.

## Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces federal laws that prohibit workplace discrimination. If you believe you have been discriminated against on the basis of race, color, sex, religion, national origin, age, disability, or genetic information, you may be able to file a charge with EEOC. EEOC will investigate your charge and attempt to resolve the dispute. If necessary, EEOC may file a lawsuit on your behalf or help you file a lawsuit in court.

**Who is Protected?**

- Employees (current and former), including temporary and seasonal employees
- Job applicants
- Contractors and applicants to contracting firms
- Union members and applicants to membership in a union

**What Organizations are Covered?**

- Government employers
- Private employers with at least 15 employees
- Federal contractors with at least 50 employees
- Labor unions with at least 10 members
- State and local governments
- Educational institutions
- Religious organizations
- Membership, national or fraternal, related to religious activities

**What Types of Employment Discrimination are Illegal?**

- Race
- Color
- Religion
- Sex (including pregnancy, childbirth, and related medical conditions, sexual harassment, or gender identity)
- Age (40 and over)
- Disability
- Genetic information (including testing, genetic services, or family medical history)
- National origin
- Citizenship or immigration status
- Ancestry, ethnicity, or traits related to ancestry (including genetic testing, discrimination or negative employment)

**What Employment Practices can be Challenged as Discriminatory?**

- Hiring, firing, promotion, demotion, or discipline
- Pay (including wages or compensation)
- Job assignments, transfers, or reassignments
- Training, apprenticeship, or other benefits
- Harassment, sexual harassment, or hostile work environment
- Retaliation against anyone who has filed a charge or complaint, or who has participated in an investigation

**How to File a Charge:**

- You must file a charge with EEOC within 180 days of the date of the alleged discrimination, or 300 days if you are in a state or local government that has a fair employment practices law.
- You may file a charge with EEOC online at [www.eeoc.gov](http://www.eeoc.gov) or by mail at: EEOC, 400 ...

**Religious Freedom:**

- The Religious Freedom Restoration Act (RFRA) of 1993, as amended, prohibits the federal government from substantially burdening a person's exercise of religion unless it demonstrates a compelling governmental interest.
- RFRA also prohibits the federal government from substantially burdening a person's exercise of religion unless it demonstrates a compelling governmental interest.

**Disability:**

- The Americans with Disabilities Act (ADA) of 1993, as amended, prohibits discrimination against individuals with disabilities in hiring, promotion, discharge, pay, benefits, and training, including those who are disabled by a physical or mental condition that substantially limits one or more major life activities.
- The ADA also prohibits discrimination against individuals with disabilities in the workplace, including those who are disabled by a physical or mental condition that substantially limits one or more major life activities.

**Protected Veterans Status:**

- The Veterans' Benefits Restoration Act (VBRA) of 1994, as amended, prohibits discrimination against veterans of the U.S. Armed Forces in hiring, promotion, discharge, pay, benefits, and training, including those who are disabled by a physical or mental condition that substantially limits one or more major life activities.

**Retaliation:**

- It is illegal to retaliate against a person who has filed a charge of discrimination, or who has participated in an investigation, or who has been a witness to a charge of discrimination.

**Individuals with Disabilities:**

- Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination against individuals with disabilities in the workplace, including those who are disabled by a physical or mental condition that substantially limits one or more major life activities.

**Programs for Activities Receiving Federal Financial Assistance:**

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**Religious Freedom:**

- The Religious Freedom Restoration Act (RFRA) of 1993, as amended, prohibits the federal government from substantially burdening a person's exercise of religion unless it demonstrates a compelling governmental interest.

**Disability:**

- The Americans with Disabilities Act (ADA) of 1993, as amended, prohibits discrimination against individuals with disabilities in hiring, promotion, discharge, pay, benefits, and training, including those who are disabled by a physical or mental condition that substantially limits one or more major life activities.

**Protected Veterans Status:**

- The Veterans' Benefits Restoration Act (VBRA) of 1994, as amended, prohibits discrimination against veterans of the U.S. Armed Forces in hiring, promotion, discharge, pay, benefits, and training, including those who are disabled by a physical or mental condition that substantially limits one or more major life activities.

**Retaliation:**

- It is illegal to retaliate against a person who has filed a charge of discrimination, or who has participated in an investigation, or who has been a witness to a charge of discrimination.

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