

# Office for Equal Opportunity and Civil Rights

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## Policy Guide - Federal & State Poster Requirements

Human Resource departments are responsible for routinely reviewing Federal and State poster requirements and ensuring that the required posters are displayed appropriately in the workplace. Following is a list of currently required posters with links to the appropriate web pages where copies can be downloaded.

### State Posters

- Earned Income Tax Credit: <http://www.dss.virginia.gov/community/eitc.cgi>
- Equal Employment Opportunity – <http://www.dhrm.virginia.gov/docs/default-source/eeo-documents/eeoposter.pdf?sfvrsn=2>
- Occupational Safety and Health: Job Safety and Health Protection: [http://www.doli.virginia.gov/publications/poster\\_form.html](http://www.doli.virginia.gov/publications/poster_form.html)
- Unemployment Insurance: <http://www.vec.virginia.gov/pdf/vecb29eng.pdf>
- Workers' Compensation Insurance: <http://www.vwc.state.va.us/sites/default/files/documents/Employers-Workplace-Notice-Form-1.pdf>

### Federal Posters

- Family and Medical Leave Act: <http://www.dol.gov/whd/regs/compliance/posters/fmlaen.pdf>
- Fair Labor Standard Act: <http://www.dol.gov/whd/regs/compliance/posters/minwagebwp.pdf>
- Equal Employment Opportunity and Supplement: <http://www1.eeoc.gov/employers/poster.cfm>
  - OFCCP Poster Supplement: [http://www.dol.gov/ofccp/regs/compliance/posters/pdf/OFCCP\\_EEO\\_Supplement\\_Final\\_JRF\\_QA\\_508c.pdf](http://www.dol.gov/ofccp/regs/compliance/posters/pdf/OFCCP_EEO_Supplement_Final_JRF_QA_508c.pdf)
- The Uniformed Services Employment and Reemployment Rights Act: [http://www.dol.gov/vets/programs/userra/USERRA\\_Federal.pdf](http://www.dol.gov/vets/programs/userra/USERRA_Federal.pdf)
- Job Safety and Health Protection: <http://www.osha.gov/Publications/poster.html>
- E-verify: [https://www.uscis.gov/sites/default/files/USCIS/Verification/E-Verify/E-Verify\\_Native\\_Documents/E-Verify\\_Participation\\_Poster.pdf](https://www.uscis.gov/sites/default/files/USCIS/Verification/E-Verify/E-Verify_Native_Documents/E-Verify_Participation_Poster.pdf)

### All-in-One Poster (Fee Based)

- HRdirect/GNeil: <http://www.postertracker.com/state-and-federal-poster-sets?catpath=allstateandfederallaborlawposters%28vpostertracker%29.4.1>