

Office for Equal Opportunity and Civil Rights

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

- Unemployment Insurance - Notice to Workers (VEC-B-29):
<https://www.vec.virginia.gov/pdf/vecb29eng.pdf>
- Virginia Credit for Low-Income Individuals:
https://www.dss.virginia.gov/files/division/cvs/pi/eitc/employer_info/cli_flyer2021.pdf
- Virginia Human Rights Act Reasonable Accommodations for Disability:
https://www.oag.state.va.us/files/OCR/OUTREACH_INFO%20SHEET_DISABILITY-DISCN-PROVISIONS.pdf
- Virginia Occupational Safety and Health Protection (English):
<https://doli.virginia.gov/wp-content/uploads/2024/08/Job-Safety-Posters-English-August-2024.pdf>
- Virginia Occupational Safety and Health Protection (Spanish):
<https://doli.virginia.gov/wp-content/uploads/2024/08/Job-Safety-Posters-Spanish-August-2024.pdf>
- Workers' Compensation Insurance:
<https://workcomp.virginia.gov/sites/default/files/documents/Employers-Workplace-Notice-Form-1.pdf>

Federal Posters

- Earned Income Tax Credit (English):
English - <https://www.irs.gov/pub/irs-pdf/p962.pdf>
Spanish - <https://www.irs.gov/pub/irs-pdf/p962sp.pdf>
- Employees Rights - Fair Labor Standards Act (FLSA/Minimum Wage):
<https://www.dol.gov/agencies/whd/posters/flsa>
- Employee Rights - Family Medical Leave Act (FMLA):
<https://www.dol.gov/agencies/whd/posters/fmla>
- Equal Employment Opportunity is the Law (EEO):
<https://www.dol.gov/agencies/ofccp/posters>
- Immigration and Employee Right to Work (IER):
https://www.e-verify.gov/sites/default/files/everify/posters/IER_RightToWorkPoster%20Eng_Es.pdf
- Job Safety and Health (OSHA) - It's the Law:
<https://www.osha.gov/publications/poster>
- E-Verify:
<https://www.e-verify.gov/sites/default/files/everify/posters/EVerifyParticipationPoster.pdf>
- Rights under The Uniformed Services Employment and Reemployment Rights Act (USERRA):
https://www.dol.gov/sites/dolgov/files/VETS/legacy/files/USERRA_Private.pdf

All-in-One Poster (Fee Based)

- Poster Guard/HRdirect:
<https://www.posterguard.com/complyright-federal-state-poster-set>