

# 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: Posters located under the heading Employer Posters & Information <http://www.dss.virginia.gov/community/eitc.cgi>
- Equal Employment Opportunity – <http://www.dhrm.virginia.gov/docs/default-source/eeo-documents/eeoposter.pdf?sfvrsn=6>
- Virginia Job Safety and Health Protection: [https://www.doli.virginia.gov/wp-content/uploads/2019/08/Virginia\\_Occupational-Safety\\_and\\_Health\\_Poster\\_English\\_2019.pdf](https://www.doli.virginia.gov/wp-content/uploads/2019/08/Virginia_Occupational-Safety_and_Health_Poster_English_2019.pdf)
- Unemployment Insurance: Posters in English and Spanish can be found at <http://www.vec.virginia.gov/employers/Required-Posters-for-Virginia-Employers>
- Workers' Compensation Insurance: <http://www.vwc.state.va.us/sites/default/files/documents/Employers-Workplace-Notice-Form-1.pdf>

### Federal Posters

- National Labor Relations Act: [https://www.dol.gov/olms/regs/compliance/EO\\_Posters/EmployeeRightsPoster11x17\\_2019Final.pdf](https://www.dol.gov/olms/regs/compliance/EO_Posters/EmployeeRightsPoster11x17_2019Final.pdf)
- 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/minwage.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: [https://www.dol.gov/vets/programs/userra/USERRA\\_Private.pdf](https://www.dol.gov/vets/programs/userra/USERRA_Private.pdf)
- Federal Occupational Safety and Health: Posters in English and Spanish can be found at <http://www.osha.gov/Publications/poster.html>
- E-verify: To access posters that do not have the “Sample” label, you must be logged into E-verify. <https://www.e-verify.gov/sites/default/files/everify/posters/EVerifyParticipationPoster.pdf>

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

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