

**FED** **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 non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youth 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain hours restrictions. Different rules apply in 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 employer'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.

**NURSING MOTHERS**  
The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each time such employee has a need to express breast milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

**WHD** **WAGE AND HOUR DIVISION**  
UNITED STATES DEPARTMENT OF LABOR

**1-866-487-9243**  
TTY: 1-877-889-5627  
www.dol.gov/whd

WH1088

REV. 07/2016

**FED** **EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT**

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

**LEAVE ENTITLEMENTS**  
Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

- The birth of a child or placement of a child for adoption or foster care;
- To bond with a child (leave must be taken within 1 year of the child's birth or placement);
- To care for the employee's spouse, child, or parent who has a qualifying serious health condition;
- For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job;
- For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent.

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

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently on or on a reduced schedule.

Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee submits a request for paid leave for FMLA leave, the employer must continue health insurance coverage as if the employee were not on leave.

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

The FMLA may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.

**ELIGIBILITY REQUIREMENTS**  
An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

- Have worked for the employer for at least 12 months;
- Have at least 1,250 hours of service in the 12 months before taking leave; and
- Work at a location where the employer has at least 50 employees within 75 miles of the employee's workplace.

\*Special "hours of service" requirements apply to airline flight crew employees.

**REQUESTING LEAVE**  
Generally, employees must give 30-day advance notice of the need for FMLA leave. If it is not possible to give 30-day notice, an employer must notify the employee as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified.

Employers can require a certification or previous certification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required.

**EMPLOYER RESPONSIBILITIES**  
Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave.

**ENFORCEMENT**  
Employees may file a complaint with the U.S. Department of Labor Wage and Hour Division, or may bring a private lawsuit against an employer.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

For additional information or to file a complaint:

**WHD** **1-866-4-USWAGE**  
(1-866-487-9243) TTY: 1-877-889-5627  
www.dol.gov/whd

U.S. Department of Labor • Wage and Hour Division • WH1-420

REV. 04/2016

**FED** **U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**

**Know Your Rights: Workplace Discrimination is Illegal**

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you may have been discriminated against at work or in applying for a job, the EEOC may be able to help.

**Who is Protected?**

- Employees (current and former), including managers and supervisors
- Job applicants
- Union members and applicants for membership in a union

**What Organizations are Covered?**

- Most private employers
- State and local governments (as employers)
- Educational institutions (as employers)
- Universities
- Staffing agencies

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

Under EEOC laws, an employer may not discriminate against you, regardless of your immigration status, on the basis of:

- Race
- Color
- Religion
- Sex, Sexual Orientation, Gender Identity, National Origin
- Executive Order 12816, as amended, prohibits employment discrimination by federal contractors based on race, color, religion, sex, sexual orientation, gender identity or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.
- Religious Beliefs, Discrimination, or Dressing Free
- Executive Order 12816, as amended, prohibits applying and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their conversion or the conversion of their partner or spouse to an employee.
- Disability
- Section 504 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodations to the known physical or mental limitations of a qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.
- Genetic information (including genetic tests or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)
- Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

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

- Recruitment
- Discharge, firing, or lay-off
- Harassment (including unwelcome verbal or physical conduct)
- Hiring or promotion
- Assignment
- Pay (unequal wages or compensation)
- Failure to provide reasonable accommodation for a disability or a sincerely held religious belief, observance or practice
- The Office of Federal Contract Compliance Programs (OFCCP)
- U.S. Department of Labor
- 200 Constitution Avenue, N.W.
- Washington, D.C. 20210
- 1-800-367-4321 (toll-free)

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunication relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at <https://www.ofccp.gov/helpdesk/> or by calling an OFCCP regional or district office. Visit <http://www.dhs.gov/e-verify/> for information on how to use E-Verify. For more information on OFCCP's website at <http://www.dhs.gov/e-verify/>.

**PHARMS ON ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE**

Section 505 of the Rehabilitation Act of 1973, as amended, prohibits an employer from discriminating against a person who files a complaint of discrimination, participates in an EEOC proceeding, or otherwise opposes discrimination by Federal contractors. Disability discrimination is prohibited in all aspects of employment actions with disabilities, whether or not the person is an applicant or employee. Federal contractors who receive Federal financial assistance are covered by Title II of the primary equality of the financial assistance a provision of employment, or when employment discrimination occurs or may occur in connection with services under such program. Title II of the Education Amendments of 1972 prohibits employment discrimination on the basis of race in educational programs or activities which receive Federal financial assistance.

**Individuals with Disabilities**

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment actions with disabilities, whether or not the person is an applicant or employee. Federal contractors who receive Federal financial assistance, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

**EMPLOYERS HOLDING FEDERAL CONTRACTS**

**OR SUBCONTRACTS**

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases:

- Race
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Additional information about the EEOC, including information about filing a charge of discrimination, is available at [www.eeoc.gov](http://www.eeoc.gov).

REV. 10/20/2022

**NM** **DEPARTMENT OF WORKFORCE SOLUTIONS**

**MINIMUM WAGE ACT**  
**EMPLOYEE RIGHTS**

**MINIMUM WAGE IN NEW MEXICO \$12 per hour as of January 1, 2023**

the claim, going back at least three years, or longer if there was a continuing course of conduct. Violations may result in civil or criminal action.

**LOCAL MINIMUM WAGE RATES**  
The City of Santa Fe and Santa Fe County have higher base minimum wage rates. Albuquerque and Las Cruces have higher tipped minimum wage rates.

**ADDITIONAL INFORMATION**  
Certain jobs or employers are exempt from the minimum wage or overtime provisions.

**Employers must display this poster where employees can easily see it.**

For more information or to file a wage claim, contact the Labor Relations Division at 505-841-4400, or online at [www.dws.state.nm.us](http://www.dws.state.nm.us)

**NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.**

**THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.**

**WHD** **WAGE AND HOUR DIVISION**  
UNITED STATES DEPARTMENT OF LABOR

**1-866-487-9243**  
TTY: 1-877-889-5627  
www.dol.gov/whd

WH1088

REV. 07/2016

**FED** **YOUR RIGHTS UNDER USERRA**

**THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT**

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

**REEMPLOYMENT RIGHTS**  
You have the right to be reemployed in your civilian job if you leave to join the uniformed service and:

- you ensure that your employer receives advance written or verbal notice of your service;
- you have fewer years or less of cumulative service in the uniformed services while with that particular employer;
- you return to work or apply for reemployment in a timely manner after conclusion of service; and
- you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or in some cases, a comparable job.

**RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION**  
If you:

- are a past or present member of the uniformed service; or
- have applied for membership in the uniformed service;

then an employer may not deny you:

- initial employment;
- promotion;
- reemployment;
- any benefit of employment;
- retention in employment;

because of this status.

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.

**HEALTH INSURANCE PROTECTION**

- If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military;
- If you don't elect to continue coverage during your military service, you have the right to be reinstated to your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries.

**ENFORCEMENT**

- The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.
- For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at <https://www.dol.gov/agencies/vets/>. An interactive online USERRA Advisor can be viewed at <https://webapps.dol.gov/eas/vets/userra>.
- If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation.
- You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: <https://www.dol.gov/agencies/vets/programs/userra/poster>

Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

**U.S. Department of Labor • 1-866-487-2365**  
**U.S. Department of Justice • Office of Special Counsel**  
**Employer Support of the Guard and Reserve • 1-800-336-4590**

REV. 05/2022

**FED** **EMPLOYEE POLYGRAPH PROTECTION ACT**

The Employee Polygraph Protection Act prohibits most employers from using lie detector tests for 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 detector test, and from discharging, disciplining, 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 covered by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security 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 services firms (armored cars, alarm, and guard), and of governmental manufacturers, distributors and suppliers.

**1-866-487-9243**  
TTY: 1-877-889-5627  
www.dol.gov/whd

WH1088

REV. 07/2016

**FED** **NOTICE ON HUMAN TRAFFICKING**

**IF YOU OR SOMEONE YOU KNOW IS A VICTIM OF THIS CRIME, CONTACT THE FOLLOWING:**

**IN NEW MEXICO, CALL OR TEXT 505-GET-FREE (505-438-3733)**

**OR CALL THE NATIONAL HUMAN TRAFFICKING RESOURCE CENTER**

**HOTLINE TOLL-FREE AT 1-888-373-7888 FOR HELP**

**YOU MAY ALSO SEND THE TEXT "HELP" OR "INFO" TO BEFREE ("233733")**

**YOU MAY REMAIN ANONYMOUS, AND YOUR CALL OR TEXT IS CONFIDENTIAL**

**505-GET-FREE (505-438-3733)**

**OBTAINING FORCED LABOR OR SERVICES IS A CRIME UNDER NEW MEXICO AND FEDERAL LAW**

**New Mexico Department of WORKFORCE SOLUTIONS**

NOTICE: The State of New Mexico requires employers to post Notice of Accident forms with the Workers' Compensation Act posting. The forms can be hung at the bottom of the poster, where indicated. For copies of the forms, contact the Workers' Compensation Administration at 505-841-6001 or 1-800-255-7965 or email [wa@dmhs.state.nm.us](mailto:wa@dmhs.state.nm.us).

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

NOTICE: Employers must contact their local unemployment office or the state agency responsible for unemployment compensation to receive the official Unemployment Insurance posting. Employers should contact their local unemployment office for information on how to claim unemployment benefits.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S UNEMPLOYMENT INSURANCE POSTING REQUIREMENT.

REV. 10/20/2022

**NM** **DEPARTMENT OF WORKFORCE SOLUTIONS**

**PAID SICK LEAVE**  
Notice of Employee Rights

Healthy Workplaces Act | NMMSA-50-17-1-50-17-12 | Effective date: July 1, 2022

**LABOR RELATIONS DIVISION**  
401 Broadway NE, Albuquerque, NM 87102  
Albuquerque: (505) 841-4400 • Santa Fe: (505) 827-4838 • Las Cruces: (575) 524-6195

**ACCESIBILITY**  
Employees receive one hour of earned sick leave for every thirty hours worked, starting their first day of work. Up to 64 hours of earned sick leave can carry over year-to-year.

**USE OF SICK LEAVE**  
Employees must first use earned sick leave upon the oral or written request of an employee or an individual acting on the employee's behalf. When possible, the request must include the expected duration of the absence. An employer may not condition an employee's taking earned sick leave on the employee searching for or finding a replacement worker to cover during the employee's absence. An employer may require an employee to use other paid leave before the employee uses sick leave pursuant to the Act. Examples of available leave include the following: delaying or deferring payment of earned sick leave, termination, including work hours, giving the employee undesirable assignments or scheduling, furlough, discharge, or any other use of earned sick leave in a court without notice pursuant to the Act. An employer should notify the employee in advance when use of sick leave is foreseeable and make a reasonable effort to schedule the leave if it does not disrupt business operations. When use of sick leave is not foreseeable, the employer must notify the employee as soon as practicable.

**RETIALATION PROHIBITED**  
Employees may not file or threaten an adverse action against an employer that is reasonably likely to deter employees from exercising or attempting to exercise their rights under the Act. An employer may not retaliate because an employee raises concerns about violations of the Act, exercises their rights under the Act, or participates in an investigation or legal proceeding related to alleged violations of the Act.

**COMPLAINT PROCESS**  
The New Mexico Department of Workforce Solutions, Labor Relations Division, enforces the Act. Any employee aggrieved by a violation of the Act may file a complaint with the Labor Relations Division by calling 505-841-4400, visiting [www.dws.state.nm.us](http://www.dws.state.nm.us), or going to a New Mexico Workers' Compensation Office. Notice: The Division will disclose complainant's identity as part of the investigation. An employee's legal status for purposes in the United States must adhere to the Act's benefit pursuant to the Act. Employees must file a complaint with the Division of a civil action in court within three years from the date the alleged violation occurs.

An employer found to be in violation of the Act will be liable for damages and/or penalties pursuant to the Act.

For more details, see the full text of the law and regulations, available at [www.dws.state.nm.us](http://www.dws.state.nm.us)

**1-866-487-9243**  
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WH1088

REV. 03/2022

**FED** **EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT**

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

**LEAVE ENTITLEMENTS**  
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- The birth of a child or placement of a child for adoption or foster care;
- To bond with a child (leave must be taken within 1 year of the child's birth or placement);
- To care for the employee's spouse, child, or parent who has a qualifying serious health condition;
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U.S. Department of Labor • Wage and Hour Division • WH1-420

REV. 04/2016

**FED** **U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**

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If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunication relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at <https://www.ofccp.gov/helpdesk/> or by calling an OFCCP regional or district office. Visit <http://www.dhs.gov/e-verify/> for information on how to use E-Verify. For more information on OFCCP's website at <http://www.dhs.gov/e-verify/>.

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- Color
- Religion
- Sex, Sexual Orientation, Gender Identity, National Origin
- Executive Order 12816, as amended, prohibits employment discrimination by federal contractors based on race, color, religion, sex, sexual orientation, gender identity or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.
- Religious Beliefs, Discrimination, or Dressing Free
- Executive Order 12816, as amended, prohibits applying and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their conversion or the conversion of their partner or spouse to an employee.
- Disability
- Section 504 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodations to the known physical or mental limitations of a qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.
- Genetic information (including genetic tests or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)
- Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

Additional information about the EEOC, including information about filing a charge of discrimination, is available at [www.eeoc.gov](http://www.eeoc.gov).

REV. 10/20/2022

**FED** **NOTICE ON HUMAN TRAFFICKING**

**IF YOU OR SOMEONE YOU KNOW IS A VICTIM OF THIS CRIME, CONTACT THE FOLLOWING:**

**IN NEW MEXICO, CALL OR TEXT 505-GET-FREE (505-438-3733)**

**OR CALL THE NATIONAL HUMAN TRAFFICKING RESOURCE CENTER**

**HOTLINE TOLL-FREE AT 1-888-373-7888 FOR HELP**

**YOU MAY ALSO SEND THE TEXT "HELP" OR "INFO" TO BEFREE ("233733")**

**YOU MAY REMAIN ANONYMOUS, AND YOUR CALL OR TEXT IS CONFIDENTIAL**

**505-GET-FREE (505-438-3733)**

**OBTAINING FORCED LABOR OR SERVICES IS A CRIME UNDER NEW MEXICO AND FEDERAL LAW**

**New Mexico Department of WORKFORCE SOLUTIONS**

NOTICE: The State of New Mexico requires employers to post Notice of Accident forms with the Workers' Compensation Act posting. The forms can be hung at the bottom of the poster, where indicated. For copies of the forms, contact the Workers' Compensation Administration at 505-841-6001 or 1-800-255-7965 or email [wa@dmhs.state.nm.us](mailto:wa@dmhs.state.nm.us).

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

NOTICE: Employers must contact their local unemployment office or the state agency responsible for unemployment compensation to receive the official Unemployment Insurance posting. Employers should contact their local unemployment office for information on how to claim unemployment benefits.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S UNEMPLOYMENT INSURANCE POSTING REQUIREMENT.

REV. 10/20/2022

**NM** **Department of Workforce Solutions**

**DISCRIMINATION is against the law.**

If you feel that you have been discriminated against, visit our website or contact us.

**Human Rights Bureau**  
1596 Pacheco Street, Santa Fe, NM 87505  
Office: (505) 827-4838  
Toll-free: (800) 566-9471  
Fax: (505) 827-4678

**NEW MEXICO HUMAN RIGHTS ACT**  
The Human Rights Bureau enforces the provisions of the Human Rights Act of 1969. Additionally, the Human Rights Bureau has a working agreement with the Equal Employment Opportunity Commission (EEOC) to enforce the provisions of Federal law under Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972 (Title IX), and the Americans with Disabilities Act of 1990 (ADA), all as amended. Prohibited discriminatory bases include:

- Race
- Sexual Color
- National Origin
- Sexual Ancestry
- Gender Identity
- Sex
- Orientation
- Religion
- Physical or Mental Disability
- Religion
- Physical or Mental Disability
- Religion
- Physical or Mental Disability

Sexual harassment and harassment based on other protected categories is prohibited by the Act. The Human Rights Act prohibits discrimination in the areas of employment, housing, credit, and public accommodations, and prohibits retaliation for complaining about discrimination in any of these areas.

If you feel you have been discriminated against, contact the Human Rights Bureau by phone or fill out a complaint form online at [www.dws.state.nm.us](http://www.dws.state.nm.us)

**ENFORCEMENT**  
The New Mexico Department of Workforce Solutions Human Rights Bureau investigates complaints of discrimination and harassment in employment, housing, credit, and public accommodations. Complaints must be filed with the Human Rights Bureau within 300 days of the last act of discrimination or harassment.

For assistance in filing a complaint, or for any other information on the Human Rights Act, please call (800) 566-9471 toll-free or (505) 827-4838, or visit our website at [www.dws.state.nm.us](http://www.dws.state.nm.us)

**DISCRIMINACIÓN es contra la ley.**

Si siente que ha sido discriminado, visite nuestra página por internet o póngase en contacto con nosotros.

**Bureau of Derechos Humanos**  
1596 Pacheco Street, Santa Fe, NM 87505  
Oficina: (505) 827-4838  
Línea gratuita: (800) 566-9471  
Fax: (505) 827-4678

**LEY DE DERECHOS HUMANOS DE NUEVO MÉXICO**  
El Bureau de Derechos Humanos impone las provisiones de la Ley de Derechos Humanos de 1969. Adicionalmente, el Bureau de Derechos Humanos tiene un acuerdo de reparto de trabajo con la Comisión de Igualdad de Oportunidades en el Empleo (Equal Employment Opportunity Commission) (EEOC) para hacer cumplir las disposiciones de la Ley Federal sobre los Derechos Humanos de 1964, el Título IX de la Ley de Derechos Humanos de 1972 (Título IX) y la Ley de Discriminación en el Empleo de 1990 (Americans with Disabilities Act, ADA), todas las leyes enmendadas. Las bases discriminatorias prohibidas incluyen:

- Raza
- Sexual Color
- Origen Nacional
- Sexual Ancestry
- Identificación de Género
- Sexo
- Afiliación
- Religión
- Discapacidad Física o Mental
- Religión
- Discapacidad Física o Mental
- Religión
- Discapacidad Física o Mental

El acoso sexual y el acoso basado en otras categorías protegidas están prohibidos por la Ley. La Ley de Derechos Humanos prohíbe la discriminación en los ámbitos de empleo, alojamiento, el acceso al crédito y las acomodaciones públicas, y prohíbe la represalia por quejarse en cualquiera de estas áreas. Si siente que ha sido discriminado, comuníquese con el Bureau de Derechos Humanos por teléfono o complete el formulario de queja por internet en [www.dws.state.nm.us](http://www.dws.state.nm.us).

**COMPLAINT**  
The New Mexico Department of Workforce Solutions Human Rights Bureau investigates complaints of discrimination and harassment in employment, housing, credit, and public accommodations. Complaints must be filed with the Human Rights Bureau within 300 days of the last act of discrimination