

# 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

- 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](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](https://www.oag.state.va.us/files/OCR/OUTREACH_INFO%20SHEET_DISABILITY-DISCN-PROVISIONS.pdf)
- Virginia Occupational Safety and Health Protection (English):  
[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)
- Virginia Occupational Safety and Health Protection (Spanish):  
[https://www.doli.virginia.gov/wp-content/uploads/2019/08/Virginia\\_Occupational- Safety and Health Poster\\_Spanish\\_2019.pdf](https://www.doli.virginia.gov/wp-content/uploads/2019/08/Virginia_Occupational- Safety and Health Poster_Spanish_2019.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](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](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>