

KNOW YOUR WORKER RIGHTS!

WHAT IS WORKPLACE DISCRIMINATION AND HARASSMENT?

Workplace discrimination and harassment is unwelcome conduct that is based on race, color, religion, sex (including sexual orientation, gender identity or pregnancy), national origin, age or disability.

Workplace harassment can happen at your office, at an after hours work gathering or virtually online.

WHAT SHOULD I DO IF AM DEALING WITH HARASSMENT AT WORK?

KNOW THAT IT IS NOT YOUR FAULT. Workplace harassment is, unfortunately, very common.

Document and keep any evidence of harassment.

Your employer is responsible for the harassment only if they know of the conduct. If you can, report it to a supervisor if your employer does not have a policy or you do not feel safe following it.

Contact the Equal Employment Opportunity Commission (EEOC). The EEOC is the federal agency which enforces federal laws prohibiting discrimination against job applicants and employees

**EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION (EEOC)**

Website: <https://www.eeoc.gov> | Call: 1-800-669-4000

DIFFERENT FEDERAL LABOR PROTECTIONS

- **Title VII of the Civil Rights Act of 1964**
 - Prohibits employment discrimination and harassment based on race, color, religion, sex, gender identity and national origin
- **Family Medical Leave Act (FMLA)**
 - FMLA Allows up to 12 weeks of unpaid leave from work for personal or family illness, pregnancy, adoption, foster care placement, or family military leave
- **Pregnancy Discrimination Act**
 - Prohibits discrimination on the basis of current, past, or potential pregnancy or a medical condition related to pregnancy, including lactation pregnancy, including lactation, miscarriage, or abortion.
- **Pregnant Worker Fairness Act**
 - Provides reasonable accommodations, or temporary changes at work, to workers who are pregnant, recovering from childbirth, or pumping breast milk.
- **Americans with Disabilities Act (ADA)**
 - Prohibits employment discrimination and harassment against someone with disabilities because of a current or past disability or a perceived disability. Also has other protections beyond discrimination and harassment.
- **National Labor Relations Act**
 - Give workers the right to organize with co-workers, as well as the right to form unions.
- **Age Discrimination in Employment Act (ADEA)**
 - Prohibits employment discrimination and harassment against someone 40 or older because of their age

<https://9to5.org/go/rgwa-resource/>

Click here for additional direct support!

JOIN THE FIGHT FOR WORKERS RIGHTS!

IT'S TIME TO TAKE ACTION!

The Respect Georgia Workers Alliance works to realize workplaces free from discrimination and harassment in Georgia. We do this work through:

- building power with those directly impacted by these issues
- educating our community on their current rights and the need for more protections
- advocating for needed policies to ensure safe and respectful workplaces.

JOIN US

We've already won some important victories for public sector workers, but we need you to join us to keep pushing for comprehensive worker protection laws that will cover all workers in Georgia.

Want to learn more about RGWA and want to get involved in fighting for workers rights here in Georgia? Contact us!



allison@9to5.org



<https://9to5.org/rgwa/>

