

Workers have the right to be free from discrimination based on race, color, religion, sex or national origin.

Legal basis: Title VII of the Civil Rights Act of 1964, and Indiana Civil Rights Law. *Who enforces it:* Equal Opportunity Commission (EEOC) and Indiana Civil Rights Commission.

Workers have the right to have workplace free from sexual harassment.

Legal basis: Title VII of the Civil Rights Act of 1964, and Indiana Civil Rights Law. *Who enforces it:* Equal Employment Opportunity Commission (EEOC) and Indiana Civil Rights Commission.

Workers have the right to be free from discrimination based on disability.

Legal basis: Americans with Disabilities Act (ADA), also the Rehabilitation Act of 1973. *Who enforces it:* Equal Employment Opportunity Commission (EEOC) and Indiana Civil Rights Commission.

Workers have the right to be free from discrimination based on age.

Legal basis: Age Discrimination in Employment Act (ADEA), and Indiana Civil Rights Law. *Who enforces it:* Equal

Employment Opportunity Commission (EEOC) and Indiana Civil Rights Commission.

Workers have the right to be paid a minimum wage of \$5.15 per hour.

Legal basis: Fair Labor Standards Act (FLSA). *Who enforces it:* US Dept. of Labor -- Wage and Hour Division.

Workers have the right to equal pay for females and males on jobs which require equal skill, effort and responsibility.

Legal basis: Equal Pay Act. *Who enforces it:* Equal Employment Opportunity Commission (EEOC).

Workers have the right to receive unemployment compensation.

Legal basis: Federal and state law. *Who enforces it:* Indiana Dept. of Workforce Development.

Workers have the right to time and half pay for hours worked over 40 in a work week.

Legal basis: Fair Labor Standards Act. *Who enforces it:* US Dept. of Labor -- Wage and Hour Division.

Workers have the right to a safe workplace.

Legal basis: Occupational Safety and Health Act (OSHA), also Indiana OSHA. *Who enforces it:* Indiana Dept. of Labor -- IOSHA.

Workers have the right to compensation and medical care for work related injuries and illnesses.

Legal basis: Indiana Worker's Compensation Act. *Who enforces it:* Worker's Compensation Board.

Workers have the right to take unpaid leave for family and medical reasons.

Legal basis: Family and Medical Leave Act (FMLA). *Who enforces it:* US Dept. of Labor -- Wage and Hour Division.

Workers have the right to organize a union and participate in union activities without discrimination.

Legal basis: National Labor Relations Act (covers private sector employees only). *Who enforces it:* National Labor Relations Board (NLRB). *Note:* The right of public employees to join a union is protected under the Constitution of the United States (freedom to associate). Many jurisdictions have additional laws protecting this right.

Agency Phone Numbers

Equal Employment Opportunity
Commission (EEOC):
317-226-7212
1-800-669-4000
TDD 317-226-5162

Indiana Civil Rights Commission:
317-232-2600
1-800-628-2909
TDD 317-232-2629

US Dept. of Labor -- Wage and Hour
Division: 317-226-6801

Indiana Dept. of Workforce Development:
317-232-6702
1-800-437-9136
TDD 317-232-7560

Indiana Dept. of Labor -- IOSHA:
Info: 317-232-2688
Complaints: 317-232-2693

Worker's Compensation Board:
317-232-3808
1-800-824-2667

National Labor Relations Board (NLRB):
All Indiana counties except Clark,
Dearborn, Floyd and Lake: 317-226-7430
Clark, Dearborn and Floyd Counties:
513-684-3686
Lake County: 312-353-7570

Note: This summary includes only some of the rights that Indiana workers enjoy under federal and state law. Workers who are represented by a union may have additional rights under their union contract. If you have questions about your rights, you can contact the agencies listed above, an attorney, or your labor union.

This information originally was compiled by the American Federation of State, County and Municipal Employees (AFSCME) as a public service.

Your rights as a worker in Indiana