



HOW TO PROTECT YOUR RIGHTS IN THE WORKPLACE

Property of the Athens Anti-Discrimination Movement (AADM)

Federal Employment

Federal Rights

HARASSMENT & DISCRIMINATION

You have the right to not be harassed or discriminated against because of your race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or genetic information (i.e., family medical history).

EQUAL PAY

You have the right to receive equal pay for your work.

ACCOMMODATIONS

You have the right to receive reasonable accommodations based on any medical condition(s) and/or religious beliefs you may have if required by law.

CONFIDENTIALITY

You have the right for your medical and/or genetic information to be kept confidential by your employer.

PROTECTION FROM RETALIATION IN THE WORKPLACE

You have the right to not be retaliated against by your employer if you report discrimination in the workplace.

Georgia Employment Rights

AGE DISCRIMINATION (O.C.G.A. § 34-1-2)

No person, firm, association, or corporation shall refuse to hire, employ, or license any individual between the ages of 40 and 70.

JUDICIAL WORK ABSENCES (O.C.G.A. § 34-1-3)

No employer can penalize an employee because the employee is absent from his or her employment for the purpose of attending a judicial proceeding (i.e., jury duty).

BREASTFEEDING INFANTS (O.C.G.A. § 34-1-6)

No employer can deny an employee break time to breastfeed their child.

GA'S MINIMUM WAGE (O.C.G.A. § 34-4-3)

Every employer shall pay a minimum wage not less than \$5.15 per hour.

SEX DISCRIMINATION (O.C.G.A. § 34-5-3)

No employer shall discriminate between employees on the basis of sex by paying such employees different wages solely based on this factor.

PERSONS WITH DISABILITIES (O.C.G.A. § 34-6A-4)

No employer shall refuse to hire or discriminate against a person with disabilities with respect to wages, hours, or other terms of employment because of the disability unless it restricts his/her ability to perform the job itself.

EXCEPTIONS TO GA MINIMUM WAGE LAW

- (1)** Any employer that has sales of \$40,000.00 per year or less;
 - (2)** Any employer having five employees or less;
 - (3)** Any employer of domestic employees;
 - (4)** Any employer who is a farm owner, sharecropper, or land renter;
 - (5)** Any employee whose compensation consists wholly or partially of gratuities;
 - (6)** Any employee who is a high school or college student;
 - (7)** Any individual who is employed as a newspaper carrier; or
 - (8)** Any individual who is employed by a nonprofit child-caring institution or long-term care facility serving children or mentally disabled adults who are enrolled in such institution and reside in residential facilities of the institution, if such employee resides in such facilities, receives without cost board and lodging from such institution, and is compensated on a cash basis at an annual rate of not less than \$10,000.00.
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