

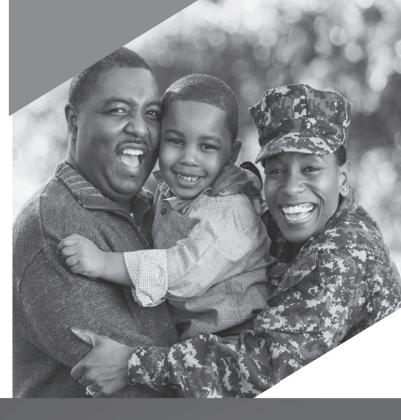
MASSACHUSETTS LABOR LAW POSTINGS



VETERANS BENEFITS AND SERVICES



UNLOCK EXCLUSIVE VETERAN BENEFITS IN MASSACHUSETTS



From cash bonuses and priority of services across MassHire to education assistance and more —

Massachusetts is here for you.

MASSACHUSETTS VETERAN SERVICES

MASSACHUSETTS EXECUTIVE OFFICE OF VETERANS SERVICES (EOVS)

Offers information on benefits, financial assistance, and peer support available in Massachusetts.

Visit <https://www.mass.gov/vets>

U.S. DEPARTMENT OF VETERANS AFFAIRS (VA)

The VA is the gateway to federal benefits available to veterans, including healthcare, disability compensation, education, training, and more.

Visit <https://www.va.gov/resources/>

MASSHIRE VETERANS PROGRAMS AND SERVICES

Offers priority access to employment and training services for veterans and their families at all MassHire Career Centers and connects them with employers.

Visit <https://www.mass.gov/veterans-job-programs-and-services>

VETERANS EMPLOYMENT EDUCATION AND TRAINING (VEET)

Provides employment training and resources for Massachusetts veterans.

Visit <https://www.mass.gov/vets>

LEGAL RESOURCES

EOVS offers a comprehensive list of legal resources for Massachusetts veterans in need.

Visit <https://www.mass.gov/vets>

VETERANS MENTAL HEALTH CRISIS LINE

Provides 24/7 support for veterans.

Call 988 and press 1, text 838255, or visit <https://www.veteranscrisisline.net/>

MASSACHUSETTS VETERANS BENEFITS ADVISOR

Provides a comprehensive list of veterans' benefits, including tax advantages, RMV benefits, and more.

Visit <https://www.mass.gov/veteran-benefits>

UNEMPLOYMENT RESOURCES

Visit the [Department of Unemployment Assistance](https://www.mass.gov/department-of-unemployment-assistance) website for a list of resources.

Visit <https://www.mass.gov/how-to-file-for-unemployment-benefits-as-a-recently-separated-service-member>

Fair Labor Hotline (617) 727-3465 TTY (617) 727-4765



www.mass.gov/ago/fairlabor

FAIR EMPLOYMENT

FAIR EMPLOYMENT IN MASSACHUSETTS

Applicants to and employees of private employers with 15 or more employees, state and local governments, employment agencies and labor organizations are protected under Massachusetts General Laws Chapter 151B from discrimination on the following basis:

RACE, COLOR, RELIGION, DISABILITY, NATIONAL ORIGIN, AGE, SEX, PREGNANCY AND PREGNANCY-RELATED CONDITIONS, GENDER, GENDER IDENTITY, SEXUAL ORIENTATION, GENETIC INFORMATION, ANCESTRY, MILITARY SERVICE

M.G.L. c. 151B protects applicants and employees from discrimination in hiring, promotion, discharge, compensation, benefits, training, classification, and other aspects of employment on the basis of race, color, religion, disability, national origin (including unlawful discrimination based on ancestry, sex, or age of 40 years or older), sex, pregnancy or a related condition, gender identity, sexual orientation, and military service. Religious discrimination includes failing to reasonably accommodate an employee's religious practices when the accommodation does not impose undue hardship.

HARASSMENT Sexual harassment includes sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (a) submission to or rejection of such advances, requests or conduct is made explicitly or implicitly a term or condition of employment, or (b) such advances, requests or conduct have the purpose or effect of unreasonably interfering with a person's work performance or creating an intimidating, hostile, humiliating or sexually offensive working environment. The law also prohibits harassment based on the protected classes set forth above.

PREGNANCY The Pregnant Workers Fairness Act applies to an initial employment application for any criminal background information unless an exemption by statute or regulation applies.

MILITARY LEAVE AND FAMILY ADVICE INQUIRIES Employers may not refuse to hire or terminate an employee for failing to furnish information regarding their admission to a facility for the care and treatment of mental illness, or for failing to furnish information that may not seek information about an applicant's admission to such a facility.

DISABILITY M.G.L. c. 151B prohibits discrimination on the basis of disability, a record of disability or perceived disability, in hiring, promotion, discharge, compensation, benefits, training, classification and other aspects of employment.

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DOMESTIC WORKERS M.G.L. c. 151B prohibits discrimination on the basis of disability, a record of disability or perceived disability, in hiring, promotion, discharge, compensation, benefits, training, classification and other aspects of employment.

RETALIATION It is illegal to discriminate against any person because they have opposed any discriminatory practices or because they have filed a complaint, testified, or assisted in any proceeding under this chapter. It is also illegal to aid, abet, incite, compel, or coerce any act forbidden under M.G.L. c. 151B, or attempt to do so.

SEXUAL HARASSMENT Sexual harassment includes sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (a) submission to or rejection of such advances, requests or conduct is made explicitly or implicitly a term or condition of employment, or (b) such advances, requests or conduct have the purpose or effect of unreasonably interfering with a person's work performance or creating an intimidating, hostile, humiliating or sexually offensive working environment. The law also prohibits harassment based on the protected classes set forth above.

PARENTAL LEAVE The law requires employers to grant an employee who has completed an initial pregnancy a period of leave of 12 weeks for the birth of a child, adoption, or placement of a child under 23 years old if the child has the need to express breast milk for a nursing child, and describes employers' obligations to employees that are entitled to parental leave.

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