

EMPLOYEE RIGHTS

POLYGRAPH PROTECTION ACT

ment screening or

disciplining, or

in private individuals

employees of security

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.

EXAMINEE RIGHTS


Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

ENFORCEMENT

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

PLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

1-866-487-9243
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REV. 07/2016

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FLORIDA LAW PROHIBITS DISCRIMINATION

BASED ON:
COLOR, RELIGION, SEX, NATIONAL ORIGIN,
AGE, PREGNANCY OR MARITAL STATUS.

IS COVERED UNDER THE LAW:

- EMPLOYMENT
- PUBLIC ACCOMMODATIONS
- RETALIATION AFTER FILING A CLAIM
- EMPLOYEE WHISTLE-BLOWER RETALIATION

*Feel that you have been discriminated against,
visit our web site or call us!*

FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Suite 110
Tallahassee, Florida 32399
<http://FCHR.state.fl.us>
Phone: (850) 488-7082
Voice Messaging 1-800-342-8170

LA LEY DE LA FLORIDA PROHIBE DISCRIMINACIÓN

BASADA EN:
RAZA, COLOR, RELIGIÓN, SEXO, ORIGEN NACIONAL,
INCAPACIDAD, EDAD, EMBARAZO, O ESTADO CIVIL.

LO QUE ESTÁ CUBIERTO BAJO LA LEY:

- EMPLEO
- LUGARES DE ACOMODO PÚBLICO
- ACCIÓN VENGATIVA DESPUES DE PRESENTAR UNA QUEJA
- ACCIÓN VENGATIVA EN CONTRA DE PRESENTAR UNA QUEJA BAJO LA LEY DE "SOPLAÓN" (WHISTLE-BLOWER)

*¿Si usted siente que ha sido discriminado,
visite nuestra página web o llámenos!*

LA COMISIÓN DE RELACIONES HUMANAS DE LA FLORIDA

4075 Esplanade Way, Suite 110
Tallahassee, Florida 32399
<http://FCHR.state.fl.us>
Teléfono: (850) 488-7082
Correo de Voz: 1-800-342-8170

against for using your rights.
OSHA citations issued to your
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sure hazards in the workplace, and
place injury and illness log.

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OSHA. We can help.



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OSHA

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