



PROCEDURE

EMPLOYMENT

Federal, State, and Local Employer Workplace Posters and Disclosures

RESPONSIBLE OFFICE
Human Resources

Federal, State, and Local Employer Workplace Posters

Boston University complies with all state, federal, and local laws and regulations, including complying with workplace poster requirements mandated by federal law, the Commonwealth of Massachusetts, and local laws. This Procedure document is an electronic representation of workplace posters that are traditionally posted on a physical bulletin board in Human Resources.

The following workplace posters are available electronically in this document, and physical copies may be viewed at Human Resources.

Poster	Governing Agency
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Massachusetts – Earned Sick Time
Notice of Employee Rights

Massachusetts – Wage & Hour Laws

Massachusetts – Fair Employment
Law

Massachusetts – Parental Leave Act

Federal – Family Medical Leave Act

Massachusetts Employee Pamphlet –
How to File a Claim for
Unemployment Insurance Benefits

Massachusetts – Information on
Employees' Unemployment Insurance
Coverage

Massachusetts – Workers'
Compensation Notice to Employees
Poster — English language

Massachusetts — Workers'
Compensation Notice to Employees
— Additional languages

Massachusetts – Temporary Worker
Right to Know — English and
Additional languages

Massachusetts – Paid Family and
Medical Leave — English language

Commonwealth of Massachusetts Office of the Attorney General,
www.mass.gov/ago

Office of Massachusetts Office of the Attorney General,

Massachusetts Commission Against Discrimination, www.mass.gov/macad

Massachusetts Commission Against Discrimination, www.mass.gov/macad

United States Department of Labor, www.dol.gov, posted on the
[Wage and Hour Division website](http://www.dol.gov/eisb/whd)

Massachusetts Department of Unemployment Assistance

- Massachusetts Department of Unemployment Assistance, www.mass.gov/dua
- [Resource: Employee Pamphlet on How to File a Claim for Unemployment Insurance Benefits](#)

Massachusetts Department of Industrial Accidents, www.mass.gov/orgs/department-of-industrial-accidents
<https://malegislature.gov/Laws/GeneralLaws/PartI/TitleX>

Massachusetts Department of Industrial Accidents,
<https://www.mass.gov/orgs/department-of-industrial-accidents>

Massachusetts Department of Labor Standards, www.mass.gov/dols

Massachusetts Department of Family and Medical Leave,
<https://www.mass.gov/info-details/informing-your-workplace-of-family-and-medical-leave#workplace-poster->

Massachusetts — Paid Family and Medical Leave — Additional languages

Federal – Fair Labor Standards Act (FLSA) Minimum Wage Poster and Wage and Hour Division (same poster)

Federal Job Safety and Health

Federal – Equal Opportunity is the Law

Federal – Pay Transparency Nondiscrimination Provision

Federal – Employee Rights for Workers with Disabilities/Special Minimum Wage Poster

Massachusetts – Veteran Workplace Notice

Federal – Worker Rights Under Executive Order 13658: Federal Minimum Wage for Contractors Poster

Federal – Your Rights Under USERRA – the Uniformed Services Employment and Reemployment Act Poster

Federal –Employee Polygraph Protection Act

Massachusetts Department of Family and Medical Leave
<https://www.mass.gov/info-details/informing-your-workforce-about-family-and-medical-leave#workplace-poster>

United States Department of Labor Wage and Hour Division on a [WHD FLSA Minimum Wage Poster website](#).

Federal Occupational Safety and Health Administration, (Poster also available in Spanish and other languages)

United States Department of Labor Office of Federal Contract Programs, available on an [OFCCP EEO Opportunity Poster website](#)

United States Department of Labor Office of Federal Contract Programs, Pay Transparency Regulation FAQ available on a [WHD website](#)

United States Department of Labor Wage and Hour Division posters available through a [WHD website](#)

Massachusetts Executive Office of Veterans Services, the HERO Act and is available through [the HERO Act in their website](#).

United States Department of Labor Wage and Hour Division poster available through the [DOL poster website](#).

United States Department of Labor, poster available on [their website](#).

United States Department of Labor Wage and Hour Division poster available in English and Spanish through the [DOL poster website](#).

Required Employment Disclosures

Notice of Non-Discrimination	<p>Boston University policy prohibits discrimination against any individual on the basis of race, color, religion, sex, age, national origin, physical or mental disability, sexual orientation, gender identity, genetic information, military service, pregnancy or pregnancy-related condition, or because of marital, parental, or veteran status, and acts in conformity with all applicable state and federal laws. This policy extends to all rights, privileges, programs and activities, including admissions, financial assistance, educational and athletic programs, housing, employment, compensation, employee benefits, and the providing of, or access to, University services or facilities. See BU's Equal Opportunity/Affirmative Action Policy.</p>
Worker's Compensation	<p>Language comes from BU Occupational Health and Safety Website with information on Workers' Compensation</p> <p>Workers' compensation is a state mandated insurance program that governs how employees are compensated for covered occupational injuries and illnesses. Workers' compensation provides medical, disability and possible wage replacement benefits for employees who have had a work related injury or illness. For additional information on Massachusetts Workers' Compensation: www.mass.gov/dia.</p> <p>The University is self-insured for workers' compensation in Massachusetts. Our workers' compensation insurance program is administered by a third party vendor, Cannon Cochran Management Services Inc. (CCMSI). CCMSI partners with BU Occupational Health and Human Resources in managing all workers' compensation claims, including evaluating compensability of each claim and working directly with the injured employee on coordination of benefits.</p>

Additional Resources Regarding This Policy

Source of Workplace Poster Information

- Commonwealth of Massachusetts posters are available through the [Massachusetts workplace poster requirements webpage](#).
- Federal posters are available through the [U.S. Department of Labor webpage](#).

Categories: Employment, Workplace Keywords: 'workplace notice, disclosure, disclosures, employee notice, employee poster, employee posters, federal poster, federal posters, HR notice, HR poster, HR posters, human resources notice, human resources posters, mandated workplace poster, mandated workplace posters, notice, notices, office signage, office signs, post notices, poster, posters, posting, posting notice, posting notices, postings, required disclosures, required employee disclosure, required employee disclosures, required employment disclosures, required poster, required posters, required postings, state poster, state posters, work posting, workplace, workplace poster, workplace posters, workplace posting, workplace postings