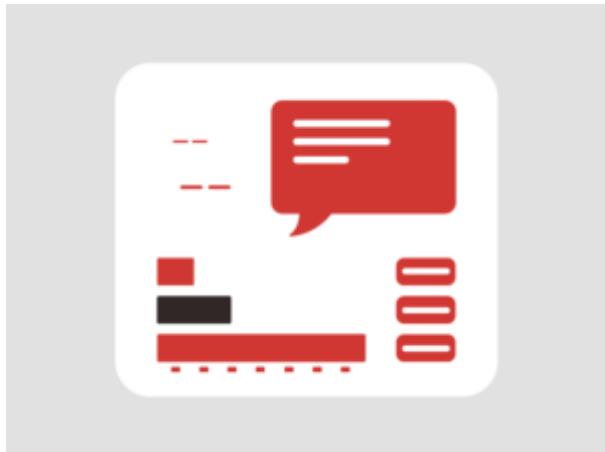


Your Rights Under Userra Poster



USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.



YOUR RIGHTS UNDER USERRA

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment with a civilian employer to serve in the uniformed services or the National Guard. Under this law, employers cannot discriminate against, harass, or discriminate against a member of the uniformed services.

DISABILITY RIGHTS

You have the right to be reemployed in your original job if you have been disabled by your military service. The following are the rights:

1. you receive from your employer reasonable extensions of your leave of absence;
2. you have the right to be reemployed in your original job or a substantially equivalent job when you return from military service;
3. you receive or apply for reasonable extensions of disability leave;
4. you receive reasonable accommodations for disabilities resulting from military service;
5. you receive reasonable accommodations for disabilities resulting from your military service.

If you are eligible for reasonable accommodations, you should let your employer know what reasonable accommodations you need. Your job is not denied just because it requires you to perform certain duties.

RIGHT TO FILE A CASE: PRIOR DISCRIMINATION AND RETALIATION

If you:

1. are a member of the uniformed services;
2. have applied for reemployment in the uniformed services;
3. are reemployed in the uniformed services;

then an employer may not do any of the following:

1. discriminate;
2. harass;
3. discriminate in discharge;
4. discriminate in promotion;
5. discriminate in compensation;
6. discriminate in reemployment.

In addition, an employer may not discriminate against a person, according to the law, because of a disability resulting from an injury or an illness resulting from a disability and a person's ability to work.

The right to file a case may also apply to discrimination. Persons of all nationalities, including U.S. citizens, are protected under this law. If you believe you have been discriminated against, you may file a complaint with the U.S. Equal Employment Opportunity Commission (EEOC) or a complaint with the U.S. Department of Defense (DOD) or the Office of Special Counsel (OSC) for retaliation.

HEALTH INSURANCE PROTECTION

1. Your employer must provide you with reasonable extensions of your health insurance coverage during your military service. Your employer must provide you with reasonable extensions of your health insurance coverage during your military service.

2. If you are disabled due to a medical condition during your military service, you have the right to be reemployed in a substantially equivalent job when you are no longer disabled, without any resulting penalties or restrictions. Your employer must provide you with reasonable extensions of your health insurance coverage during your military service.

DISPENSATION

1. The U.S. Department of Labor, the Department of Defense, and the U.S. Office of Special Counsel are responsible for investigating and resolving complaints of discrimination.

2. The U.S. Office of Special Counsel is the lead agency for investigating discrimination under USERRA. Persons of all nationalities, including U.S. citizens, are protected under this law. If you believe you have been discriminated against, you may file a complaint with the U.S. Office of Special Counsel or apply to the EEOC.

3. Persons of all nationalities, including U.S. citizens, are protected under this law. If you believe you have been discriminated against, you may file a complaint with the U.S. Office of Special Counsel or apply to the EEOC.

4. Persons of all nationalities, including U.S. citizens, are protected under this law. If you believe you have been discriminated against, you may file a complaint with the U.S. Office of Special Counsel or apply to the EEOC.

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1-800-362-4244
www.dol.gov/ebsa/userra

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