The Ohio Civil Rights Commission (OCRC) investigates complaints of discrimination and harassment in employment. In addition, all reasonable steps should be taken to prevent and promptly correct harassment in the workplace, which sexually hostile work environment, verbally or physically abusive treatment, and requiring submission to sexual advances or requests for sexual favors. 

**Non-Rural Small Business Poster:**

**Title:** Employee Rights Under the Fair Labor Standards Act [FLSA] and the Family Medical Leave Act [FMLA]  

**Coverage:** Federal and State Laws; Non-Rural Small Business (50 or fewer employees).  

**Purpose:** To inform employees of their rights and responsibilities under these laws.  

**Availability:** Thes post is available from OSHA at no cost.  

**Posting Requirement:** Thes poster must be posted at or near the entrance to each work location.  

**Posting Location:** Thes poster must be posted in English.  

**Penalties:** Employers who fail to post this poster can be fined up to $10,000.  

**Date:** Current as of 09/30/2019.