

DISCRIMINATION IS ILLEGAL

State and federal laws prohibit harassment and discrimination in hiring, terms and conditions, promotion, discharge, salary, benefits, and other aspects of employment based on race, color, religion, ancestral origin, sex, sexual orientation*, gender identity or expression *, physical or mental disability or age (over 40).

**State law only*

State law also prohibits employers from asking applicants about arrest records, and makes it unlawful to ask about convictions until at or after a first interview (with certain exceptions).



You have the *right* to a workplace free of harassment and discrimination.

Report incidents of harassment and discrimination to the Commission for Human Rights and the company representative named below

Name: ES Representative
Title: Payroll Department
Location: 111 N. Main Street, Elmira, NY 14901
Phone: (607) 732-7354
Email: payroll@employmentsolutions-ny.com

Rhode Island
Commission for Human Rights
180 Westminster Street
Third Floor
Providence, RI 02903
401-222-2661
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WE ARE AN EQUAL OPPORTUNITY EMPLOYER