

California State Postings



The Labor Commissioner's Office provides the model posting below which meets the requirements of Labor Code Section 1102.8(b) under AB 2299 (Ch. 105, Stats., 2024), effective 1/1/2025. This document must be printed to 8.5 x 14-inch paper with margins no larger than one-half inch in order to conform to the statutory requirement that the lettering be larger than size 14-point type.

WHISTLEBLOWERS ARE PROTECTED

It is the public policy of the State of California to encourage employees to notify an appropriate government or law enforcement agency, person with authority over the employee, or another employee with authority to investigate, discover, or correct the violation or noncompliance, and to provide information to and testify before a public body conducting an investigation, hearing or inquiry, when they have reason to believe their employer is violating a state or federal statute, or violating or not complying with a local, state or federal rule or regulation.

Who is protected?
Pursant to California Labor Code Section 1102.5, employees are the protected class of individuals. "Employee" means any person employed by an employer, private or public, including, but not limited to, individuals employed by the state or any subdivision thereof, any county, city, city and county, including any charter city or county, and any school district, community college district, municipal or public corporation, political subdivision, or the University of California. (California Labor Code Section 1109)

What is a whistleblower?
A "whistleblower" is an employee who discloses information to a government or law enforcement agency, person with authority over the employee, or to another employee with authority to investigate, discover, or correct the violation or noncompliance, or who provides information to or testifies before a public body conducting an investigation, hearing or inquiry, where the employee has reasonable cause to believe that the information discloses:

1. A violation of a state or federal statute,
2. A violation or noncompliance with a local, state or federal rule or regulation, or
3. With reference to employee safety or health, unsafe working conditions or work practices in the employee's employment or place of employment.

An employee is also considered a whistleblower and protected when the employee believes the employer engaged in or will exercise protected activity. A whistleblower can also be an employee who refuses to participate in an activity that would result in a violation of a state or federal statute, or a violation of or noncompliance with a local, state or federal rule or regulation.

1. An employer may not make, adopt, or enforce any rule, regulation, or policy preventing an employee from being a whistleblower.

2. An employer may not retaliate against an employee who is a whistleblower or is perceived to be a whistleblower.

3. An employer may not retaliate against an employee for refusing to participate in an activity that would result in a violation of a state or federal statute, or a violation or noncompliance with a state or federal rule or regulation.
4. An employer may not retaliate against an employee for having exercised their rights as a whistleblower in any former employment.

Under California Labor Code Section 1102.5, if an employee retaliates against a whistleblower, the employer may be required to reinstate the employee's employment and work benefits, pay lost wages and civil monetary penalties, and take other steps necessary to comply with the law.

How to report improper acts
If you have information regarding possible violations of state or federal statutes, rules, or regulations, or violations of fiduciary responsibility by a corporation or limited liability company to its shareholders, investors, or employees, call the California State Attorney General's Whistleblower Hotline at 1-800-952-5225.

The Attorney General will refer your call to the appropriate government authority for review and possible investigation.

Division of Labor Standards Enforcement
Labor Commissioner's Office

THIS POSTER MUST BE DISPLAYED WHERE EMPLOYEES CAN EASILY READ IT

(Poster may be printed on 8 1/2" x 11" letter size paper)

HEALTHY WORKPLACES/HEALTHY FAMILIES ACT: CALIFORNIA PAID SICK LEAVE (as amended effective 1/1/2026)

THE RIGHTS OF EMPLOYEES WHO ARE TRANSGENDER OR GENDER NONCONFORMING

CALIFORNIA LAW PROTECTS TRANSGENDER AND GENDER NONCONFORMING PEOPLE FROM DISCRIMINATION, HARASSMENT, AND RETALIATION AT WORK. THESE PROTECTIONS ARE ENFORCED BY THE CIVIL RIGHTS DEPARTMENT (CRD).

THINGS YOU NEED TO KNOW

1. Does California protect transgender and gender nonconforming employees from discrimination?

Yes. Employees, job applicants, applicants, students, and contractors are protected from discrimination at work based on a protected characteristic such as their gender identity, gender expression, sexual orientation, race, or religion. This means that people employed by an employer are protected from discrimination on the basis of their gender identity or expression, race, or religion. This means that people employed by an employer are protected from discrimination on the basis of their gender identity or expression, race, or religion. This means that people employed by an employer are protected from discrimination on the basis of their gender identity or expression, race, or religion.

2. Can an employer ask an employee about their gender identity or expression?

Yes. An employer is prohibited from harassing any person, student, or contractor because their gender identity or expression. For example, an employer can't harass or threaten someone because their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression.

3. Can an employer ask an employee about their gender identity or expression?

Yes. An employer is prohibited from harassing any person, student, or contractor because their gender identity or expression. For example, an employer can't harass or threaten someone because their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression.

4. Can an employer ask an employee about their gender identity or expression?

Yes. An employer is prohibited from harassing any person, student, or contractor because their gender identity or expression. For example, an employer can't harass or threaten someone because their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression.

5. Can an employer ask an employee about their gender identity or expression?

Yes. An employer is prohibited from harassing any person, student, or contractor because their gender identity or expression. For example, an employer can't harass or threaten someone because their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression.

6. Can an employer ask an employee about their gender identity or expression?

Yes. An employer is prohibited from harassing any person, student, or contractor because their gender identity or expression. For example, an employer can't harass or threaten someone because their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression.

7. Can an employer ask an employee about their gender identity or expression?

Yes. An employer is prohibited from harassing any person, student, or contractor because their gender identity or expression. For example, an employer can't harass or threaten someone because their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression.

8. Can an employer ask an employee about their gender identity or expression?

Yes. An employer is prohibited from harassing any person, student, or contractor because their gender identity or expression. For example, an employer can't harass or threaten someone because their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression.

9. Can an employer ask an employee about their gender identity or expression?

Yes. An employer is prohibited from harassing any person, student, or contractor because their gender identity or expression. For example, an employer can't harass or threaten someone because their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression.

10. Can an employer ask an employee about their gender identity or expression?

Yes. An employer is prohibited from harassing any person, student, or contractor because their gender identity or expression. For example, an employer can't harass or threaten someone because their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression.

11. Can an employer ask an employee about their gender identity or expression?

Yes. An employer is prohibited from harassing any person, student, or contractor because their gender identity or expression. For example, an employer can't harass or threaten someone because their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression.

12. Can an employer ask an employee about their gender identity or expression?

Yes. An employer is prohibited from harassing any person, student, or contractor because their gender identity or expression. For example, an employer can't harass or threaten someone because their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression.

13. Can an employer ask an employee about their gender identity or expression?

Yes. An employer is prohibited from harassing any person, student, or contractor because their gender identity or expression. For example, an employer can't harass or threaten someone because their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression.

14. Can an employer ask an employee about their gender identity or expression?

Yes. An employer is prohibited from harassing any person, student, or contractor because their gender identity or expression. For example, an employer can't harass or threaten someone because their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression.

15. Can an employer ask an employee about their gender identity or expression?

Yes. An employer is prohibited from harassing any person, student, or contractor because their gender identity or expression. For example, an employer can't harass or threaten someone because their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression. An employer can't ask someone about their gender identity or expression.

Notice to Employees

Unemployment Insurance

Disability Insurance

Family Leave

Paid Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

Disability Insurance

Family Leave

SAFETY AND HEALTH PROTECTION ON THE JOB

WHAT AN EMPLOYER MUST DO

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

CALIFORNIA LAW PROHIBITS WORKPLACE DISCRIMINATION & HARASSMENT

WHAT AN EMPLOYER MUST DO

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

WHEN CALIFORNIA COMES TO THE RESCUE

<