The Employee Polygraph Protection Act regulates the use of polygraph tests by employers, protecting individuals from discrimination in hiring or firing based on the results of such tests.

**Employee Rights Under the Fair Labor Standards Act**
The Equal Employment Opportunity Commission (EEOC) enforces federal laws protecting individuals from discrimination in the workplace based on race, color, religion, sex, national origin, age, disability, and genetic information.

**Employee Rights Under the Family and Medical Leave Act**
Eligible employees may take up to 12 weeks of unpaid, job-protected leave in a 12-month period for various reasons, including medical care for themselves or family members, military duty, or adoption or foster care.

**Employee Rights Under the Americans with Disabilities Act (ADA)**
The ADA protects individuals with disabilities from discrimination in employment, including recruitment, training, and advancement.

**Employee Rights Under the Uniformed Services Employment and Reemployment Rights Act (USERRA)**
This law ensures that eligible service members can return to their jobs upon returning from military service.

**Employee Rights Under the Fair Labor Standards Act**
All workers have the right to:
- A safe workplace
- Raise a safety or health concern with employers or OSHA
- See workplace injury and illness log
- Request OSHA record, tests, or information
- File a complaint
- Receive information on job training
- Retaliation is prohibited
- Bring their own court action
- Elect to continue health benefits

**Employer Responsibilities**
Employers must ensure that employees have access to the Fair Labor Standards Act (FLSA) and relevant regulations.

**Equal Employment Opportunity Commission (EEOC)**
The EEOC enforces federal laws prohibiting discrimination in employment based on race, color, religion, sex, national origin, age, disability, and genetic information.

**Fair Labor Standards Act (FLSA)**
The FLSA establishes minimum wage, overtime pay, and other provisions to protect employees.

**Family and Medical Leave Act (FMLA)**
Eligible employees may take up to 12 weeks of unpaid, job-protected leave in a 12-month period for various reasons, including medical care for themselves or family members, military duty, or adoption or foster care.

**Uniformed Services Employment and Reemployment Rights Act (USERRA)**
This law ensures that eligible service members can return to their jobs upon returning from military service.

**U.S. Equal Employment Opportunity Commission (EEOC)**
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