

What are your rights and responsibilities?

Every individual has human rights simply by existing as a human being. Human rights are essential to all individuals regardless of culture, spiritual beliefs, socio-economic status, language, gender, sexual orientation, disability, or veteran status.



Title I of the Americans with Disabilities Act (ADA) of 1990 prohibits private employers, state & local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training & other terms, conditions, and privileges of employment.

QUICK GLANCE!

✓ What do we mean by rights?

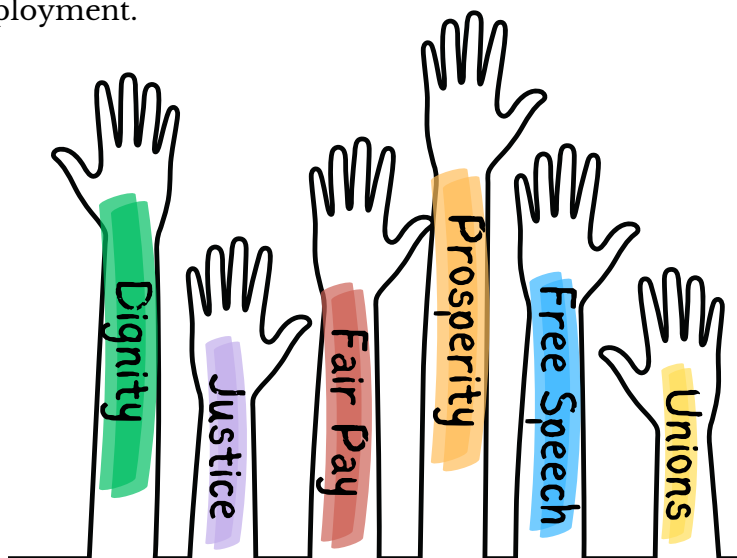
Rights are moral or legal entitlements to have or obtain something, i.e., employment.

✓ What do we mean by responsibilities?

Responsibility is something that an individual is required to do as part of a job, role, or legal obligation.

✓ When do employee rights & responsibilities begin?

Their rights & responsibilities begin when the individual becomes an employee.



Do employers have rights and responsibilities?

Rights & Responsibilities

Employee Rights:

- Fair Pay
- Break Times
- Benefits
- Confidentiality/Privacy
- Equal Opportunity
- Reasonable Accommodations
- Unpaid, Job Protected Leave (FMLA)
- Safe/Healthy Work Environment



Employee Responsibilities:

- Maintain Professionalism
- Report any Absence ahead of Time
- Follow the Company Dress Code
- Be on Time for your Shift
- Attend Orientations and Trainings
- Follow Company Rules and Policies
- Be a Team Player
- Achieve a Common Goal



YES!

Employers have rights and responsibilities. It is the employer's responsibility to ensure that the employee's rights are being upheld and to verify an employee is carrying out their responsibilities. The employer has the right to utilize disciplinary action if there is employee misconduct, an employee is violating company rules and regulations, or the employee demonstrates poor work performance. In the state of North Carolina, the employer has the right to terminate an employee at any time without cause.

✓ What is disciplinary action?

A corrective action in response to employee misconduct, rule violation or poor work performance.