

Bloomington Human Rights Commission

and Restaurants of Bloomington, Indiana

Fair Employment Practices Compliance Agreement

I, owner/manager of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, believe that all of my employees should be treated fairly and in compliance with applicable laws and regulations. I know that doing so is good for my restaurant and for my employees themselves.

As evidence, I hereby affirm that, to the best of my knowledge, my restaurant complies with the following laws:

• Minimum wage, overtime, tip-paying and record-keeping requirements, in compliance with the Fair Labor Standards Act;

• Training, safety gear and poster requirements, in compliance with the Occupational Safety and Health Act;

• Equal employment laws that prohibit discrimination and harassment on the basis of legally-protected categories and prohibit retaliation for filing a discrimination complaint, in compliance with the Bloomington Human Rights Ordinance and Title VII of the Civil Rights Act;

• Unemployment insurance requirements;

• Workers’ compensation requirements;

• Appropriate deductions and withholdings such as Social Security and Medicare;

• All applicable provisions of the Affordable Health Care Act;

• All applicable provisions of the Family and Medical Leave Act;

And any other laws that apply to my business.

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Printed name Signature Date

I agree to post a copy of this agreement and all legally-required fair labor posters in a conspicuous location in the workplace. If my restaurant in the future decides not to comply with any of the above laws, I agree to return our decal to the BHRC. **Contact the BHRC for more information, 349-3429 or human.rights@bloomington.in.gov.**