

We are the U.S. DEPARTMENT OF LABOR



How we can help you

A COMPLIANCE ASSISTANCE GUIDE



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As an organization with diverse functions, the U.S. Department of Labor carries out its mission through a number of offices and agencies. The Office of Compliance Initiatives created this short guide to provide workers and employers with a description of each office and agency, their work, and contact information.

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Civil Rights

How can you comply with equal opportunity requirements for workforce development programs and activities funded or conducted by the U.S. Department of Labor — or operated by other public entities?

The Civil Rights Center:

- Enforces the applicable nondiscrimination laws
- Investigates and adjudicates discrimination complaints
- Conducts compliance reviews
- Provides technical assistance and training
- Develops civil rights regulations, policies, and guidance

■ **202-693-6500** | dol.gov/crc

Compliance Assistance

Where can you learn how to comply with the laws and regulations that the U.S. Department of Labor agencies administer? Where can you learn about your rights under federal labor laws that protect you at work? How can you find answers to common questions about American workers and business?

The Office of Compliance Initiatives:

- Partners with agencies on innovative approaches to compliance assistance
- Helps employers understand their obligations and workers understand their rights under federal labor laws and regulations
- Helps prevent employment law violations, enabling agencies to focus limited resources on willful and repeat offenders

■ [worker.gov](https://www.worker.gov) | [employer.gov](https://www.employer.gov) | [dol.gov/guidance](https://www.dol.gov/guidance) | [elaws advisors](https://www.elawsadvisors.com)



Disability Employment

How can you increase employment opportunities for people with disabilities?

How can you get reasonable accommodations for a disability at work?

How can you support youth with disabilities as they transition to adulthood?

The Office of Disability Employment Policy:

- Educates employers about fostering disability-inclusive workplaces
- Provides resources for employers and job seekers with disabilities
- Promotes policies and practices that assist youth in transition

■ **1-866-633-7365** | dol.gov/odep



Employment and Training

Do you want to start or grow an apprenticeship program? Do you help justice-involved individuals reenter the workforce? Are you interested in funding for workforce development programs?

The Employment and Training Administration administers:

- Apprenticeship and reentry programs
- Job training and worker dislocation programs
- Grants to states for public employment service programs
- Foreign labor certification programs

■ **1-877-872-5627** | dol.gov/eta

Federal Contractors

As a federal contractor, how can you prevent workplace discrimination?
As an applicant or employee of a federal contractor, what can you do if you think you were discriminated against?

The Office of Federal Contract Compliance Programs:

- Prohibits federal contractors from discriminating in employment based on race, color, religion, sex, sexual orientation, gender identity, national origin, disability, status as a protected veteran, or for inquiring about, discussing, or disclosing information about their pay or the pay of their co-workers
- Enforces the law and provides compliance assistance
- Accepts discrimination complaints from applicants and employees

■ **1-800-397-6251** | dol.gov/ofccp

Federal Workers' Compensation Programs

How can you receive workers' compensation if you are a federal employee, nuclear weapons worker, longshore and harbor worker, or coal miner?

The Office of Workers' Compensation Programs:

The Office of Workers' Compensation Programs administers four major disability compensation programs, which provide wage replacement, medical treatment, vocational rehabilitation, and other benefits to certain workers or their dependents who experience work-related injury or occupational disease.

- Federal employees
- Current and former nuclear weapons workers
- Longshore and harbor workers
- Coal miners

■ **202-343-5580** | dol.gov/owcp

Mine Safety

How can you ensure your mines are safe workspaces? Is the mine you work in safe?

The Mine Safety and Health Administration:

- Enforces mine safety and health standards
- Provides training and technical assistance
- Conducts outreach and education

■ 202-693-9400 | [msha.gov](https://www.msha.gov)

Retirement and Health Benefits

What do you need to know if you offer workplace retirement savings or health plans for your employees? How can you start saving for retirement through a workplace plan? Where can you get assistance with a denied benefit claim?

The Employee Benefits Security Administration:

Administers federal laws governing employer-provided retirement, health, disability, and other employee benefit plans.

■ **1-866-444-3272** | dol.gov/ebsa



Union Members

How can you ensure financial integrity and democracy in your private-sector or federal-sector labor union?

The Office of Labor-Management Standards:

- Enforces standards for union officer elections and union trusteeships
- Helps protect union assets
- Promotes labor union and labor-management transparency

■ 202-693-0123 | dol.gov/olms

Veterans' Employment and Training

How can you hire and retain veterans? Where can veterans and military spouses get help with their job searches? What can you do if you were not reemployed following military service or were discriminated against at work because of your military service?

The Veterans' Employment and Training Service:

- Prepares America's veterans, transitioning service members, and their spouses for meaningful careers
- Provides them with employment resources and expertise
- Protects their employment and reemployment rights
- Promotes their employment opportunities

■ **202-693-4700** | dol.gov/vets

Wages and Work Hours

How much do you need to pay your employees? Do you have to pay overtime if an employee works more than eight hours in a day? Is your employer giving you the pay and benefits you've earned?

The Wage and Hour Division oversees:

- Minimum wage
- Overtime pay
- Recordkeeping
- Family and medical leave
- Prevailing wages on government contracts
- Migrant and seasonal agricultural worker protections
- Child labor protections
- Break time for nursing mothers
- Labor provisions of H visa programs



Working Women

How does the U.S. Department of Labor promote the success of America's working women?

The Women's Bureau:

- Acts as a catalyst connecting government, academia, the not-for-profit community, associations, private industry, small business owners, and women workers to address topics such as child care, paid leave, and military spouses
- Conducts research, policy analysis, and outreach in support of working women
- Administers grants to organizations supporting women in apprenticeship and nontraditional occupations

■ **1-800-827-5335** | dol.gov/wb

Workplace Safety and Health

Is your workplace safe? How do you comply with workplace safety laws and regulations?

The Occupational Safety and Health Administration:

- Establishes and enforces safety and health standards
- Provides training and compliance assistance
- Conducts outreach and education

■ **1-800-321-6742** | [osha.gov](https://www.osha.gov)



OFFICE OF COMPLIANCE INITIATIVES
UNITED STATES DEPARTMENT OF LABOR

Worker.gov | Employer.gov