



OFFICE OF COMPLIANCE SERVICES 2008-2009 SCHOOL POSTER SUMMARY

There are certain requirements for notices/posters and specified contact information (“postings”) regarding legal requirements, policies and procedures for all Department of Education (DOE) schools. The postings should be displayed in a conspicuous place at your school. This is a comprehensive summary of these requirements consolidated in a single location.

For the convenience of school staff, the postings can be accessed from this document and downloaded for printing by holding the Control button down on the computer and clicking on the blue-colored links.

Note: Several regulations are under review and are subject to revision, as indicated in this document. In addition, there are several links to postings that are under construction. Thus, this compilation should be routinely checked for additions, updates and/or changes to these rules and new links to access these posters.

For additional information please visit the [OCS website](#) or contact the offices referenced below.

Topic	Legal Source and Overview	Poster/Information Required	Inquiries to
<p>Child Abuse All school staff are mandated reporters for purposes of suspected child abuse. All mandated reporters who have reasonable cause to suspect child abuse must personally file a report with the State Central Register and obtain a call “ID” number.</p>	<p>Chancellor’s Regulation A-750 This regulation is based upon the New York Social Services Law a/k/a “The Child Protective Services Law”</p>	<p>Highlights of Chancellor’s Regulation A-750 (a/k/a “Blue Card”) Additionally, Principals must provide a copy of the Highlights/Blue Card to all school staff.</p>	<p>OFFICE OF SCHOOL AND YOUTH DEVELOPMENT/OFFICE OF CHILD ABUSE AND NEGLECT PREVENTION AND INTERVENTION Citywide Coordinator Joshua Marquez 52 Chambers Street, Room 218 New York, New York 10007 212-374-0805 JMarque@schools.nyc.gov</p>
<p>Suicide Prevention Every staff member must report knowledge of any potential suicide to the principal or his/her designee, whether or not the student has requested confidentiality.</p>	<p>Chancellor’s Regulation A-755 (currently under revision) The regulation focuses on the school’s role in handling potential or actual suicidal behavior and provides guidelines for the development of a School Crisis Intervention Plan. An Online Occurrence Reporting System (OORS) Suicide Report must be completed within twenty-four (24) hours.</p>	<p>Suicide Reference Guide – Warning Signs of Suicide Risk and Procedure for Action (attached to CR A-755) This posting and reference guide display the names of the designated team members and suicide intervention procedures.</p>	<p>OFFICE OF SCHOOL AND YOUTH DEVELOPMENT/GUIDANCE AND COUNSELING Suicide Prevention and Intervention Director of Student Support Services Lois Herrera 52 Chambers Street New York, New York 10007 (212) 374-0805 lherrer@schools.nyc.gov OSYD also provides a Help Desk to assist with OORS technical questions (718) 935-5004.</p>

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<p>Unlawful Discrimination (Protected Categories)</p> <p>Principals must maintain an environment free of unlawful discrimination or discriminatory harassment and report any complaints to the DOE's Office of Equal Opportunity.</p>	<p>Chancellor's Regulation A-830</p> <p>The regulation details the DOE's non-discrimination/harassment policy and provides internal review procedures for employees, applicants for employment, students and parents.</p>	<p>"Public Notification of Non-Discrimination Policy," (CR "Attachment No. 3")</p> <p>Additionally, the notice of the non-discrimination policy and internal complaint procedures must be given to all employees annually.</p>	<p>OFFICE OF EQUAL OPPORTUNITY</p> <p>Director Mecca E. Santana 65 Court Street, Room 923 Brooklyn, New York 11201 718-935-4481 MESantana@schools.nyc.gov</p>
<p>Student-to-Student Sexual Harassment</p> <p>Principals must maintain a safe and supportive educational environment that is free from sexual harassment committed by students against other students.</p>	<p>Chancellor's Regulation A-831</p> <p>The regulation details the procedure for filing, investigation, and resolution of school level complaints of peer sexual harassment and also details the schools' reporting obligations regarding the Consolidated School and Youth Development Plan.</p>	<p>"Notice" of Student Sexual Harassment Policy (CR A-831 "Attachment No. 2")</p> <p>The Notice must: (i) contain the name of the staff member designated to receive reports of sexual harassment; (ii) indicate where a copy of this policy is located in the school; and (iii) indicate where a copy of the Regulation and complaint form may be obtained.</p> <p>Chancellor's Regulation A-831 must also be posted in its entirety.</p> <p>Additionally, the Sexual Harassment brochure (CR A-831 – Attachment) must be distributed annually to parents and students or upon registration if entering during the school year.</p>	<p>OFFICE OF SCHOOL AND YOUTH DEVELOPMENT/CULTURE AND CLIMATE</p> <p>Director of Professional Development Connie Cuttle 52 Chambers Street, Room 218 New York, New York 10007 (718) 935-4357 (718) 935-5721 (fax) RespectforAll@schools.nyc.gov</p>
<p>Disability Discrimination</p> <p>The DOE policy is designed to eliminate discrimination on the basis of disability in any program or activity consistent with §504.</p>	<p>Chancellor's Regulation A-710</p> <p>The regulation details DOE'S non-discrimination policy and procedures for students who are qualified individuals, as defined by, and in need of accommodation(s) to participate in programs or activities on an equal basis with non-disabled peers. (504 of the Rehabilitation Act of §1973)</p>	<p>"Notice of Non-Discrimination under §504" (CR A-710 "Attachment No. 1")</p> <p>Additionally, the notice must be distributed annually to parents and students or upon registration if entering during the school year.</p>	<p>OFFICE OF SCHOOL HEALTH</p> <p>§504 Coordinator Ava Mopper 49-51 Chambers Street, Room 600 New York, NY 10007 212-374-2301 amopper@schools.nyc.gov</p> <p>Inquiries should also be directed to the Borough's Health Director at the ISC.</p>

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<p>Students in Temporary Housing</p> <p>Children living in temporary housing (whose primary residence is in a public or private shelter or not fixed or regular) must be accorded the same rights of public education as children permanently housed in the community.</p> <p>Schools must address the educational needs of the population and provide appropriate support services.</p>	<p>McKinney-Vento Homeless Education Assistance Improvement Act</p> <p>Educational agencies must ensure that homeless children receive equal access to appropriate public education.</p> <p>Chancellor's Regulation A-780</p> <p>The regulation provides information about school placement, transportation, and attendance follow-up. It also details the roles and responsibilities of central and school staff.</p>	<p>McKinney-Vento Educational Rights Informational (once on website scroll down to "posters")</p> <p>Additionally, under McKinney-Vento schools are required to place informational posters and material describing legal rights in shelters, and/or public housing projects. In each borough, the ISC's OSYD educational liaison(s) ensures that the postings are made at those sites.</p>	<p>OFFICE OF STUDENT AND YOUTH DEVELOPMENT/STUDENTS IN TEMPORARY HOUSING</p> <p>Program Coordinator - STH Nicole Fenice 52 Chambers Street New York, NY 10007 (212) 374-0860 nfenice@schools.nyc.gov</p>
<p>Student to Student Bias-Based Harassment, Intimidation, and/or Bullying</p> <p>Principals must maintain a safe and supportive educational environment that is free from harassment committed by students against other students.</p>	<p>Chancellor's Regulation A-832</p> <p>This regulation establishes a procedure for the filing, investigation and resolution of complaints of student to student bias-based harassment, intimidation and/or bullying.</p>	<p>"Respect For All" (CR A-832 "Attachment No. 3")</p> <p>Additionally, the "Respect For All" brochure (CR "Attachment 4") must also be distributed (i) to students and parents upon registration, and (ii) annually to all parents, students and staff members (with discussion) at the beginning of the school year.</p>	<p>OFFICE OF SCHOOL AND YOUTH DEVELOPMENT/CULTURE AND CLIMATE</p> <p>Director of Professional Development Connie Cuttle 52 Chambers Street, Room 218 New York, New York 10007 (718) 935-4357 ccuttle@schools.nyc.gov</p>
<p>Smoke – Free Environment Policy</p> <p>All students, employees and visitors must be protected from the effects of second-hand smoke.</p>	<p>Chancellor's Regulation C-810</p> <p>This regulation implements the New York City Smoke-Free Act and New York State Indoor Clean Air Act.</p> <p>Each school must post "No Smoking" signs throughout the school premises and at all major entrances.</p>	<p>"No Smoking" Signs</p> <p>Additionally, upon request, schools must also supply a copy of the "Smoke-Free Environment Policy (CR C-810 "Attachment A").</p>	<p>DIVISION OF HUMAN RESOURCES/OFFICE OF EMPLOYEE RELATIONS</p> <p>Director, Support Services Sheldon Hychman 65 Court Street, Room 200 Brooklyn, NY 11201 (718) 935-5878 shychma@schools.nyc.gov</p>

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<p>Blood-borne Pathogens Standard</p> <p>Blood-borne pathogens are biological agents present in human blood that can cause disease.</p> <p>The DOE must furnish a workplace free from recognized hazards and must provide protection to certain employees who encounter “occupational exposure” to blood-borne pathogens.</p>	<p>Occupational Safety and Health Act of 1970 (OSHA) (29 CFR Part 1910.1030)</p> <p>New York State Public Employee Safety and Health Act of 1980 adopts all Occupational Safety and Health Act (OSHA) regulations through state rule-making procedures.</p> <p>Schools are governed by Public Employee Safety and Health (PESH) Bureau of the NYS Department of Labor. The PESH Bureau enforces and interprets the state rules.</p>	<p>Blood-borne Pathogens Standard</p> <p>This poster must list the name of (i) the site safety administrator, and (ii) the designated location(s) of the “Exposure Control Plan,” “Sharps Injury Log,” and “Regulated Medical Waste Kit.”</p>	<p>DIVISION OF HUMAN RESOURCES/OFFICE OF OCCUPATIONAL SAFETY AND HEALTH</p> <p>Director Emerson Greenidge 65 Court Street, 7th Floor Brooklyn, NY 11201 (718) 935-2319 egreeni@schools.nyc.gov</p>
<p>Hazard Communication Standard/Right to Know Law</p> <p>The DOE must furnish a workplace free from recognized hazards that are likely to cause death or serious physical harm and must provide training and protection to all employees, especially those who encounter “occupational exposure” to potential health and/or safety hazards.</p>	<p>Occupational Safety and Health Act of 1970 (29 CFR Part 1910.1200)</p> <p>New York State Public Employee Safety and Health Act of 1980 adopts all OSHA regulations through state rule-making procedures.</p> <p>Schools are subject to the jurisdiction of the PESH Bureau of the NYS Department of Labor. The PESH Bureau enforces and interprets the state rules.</p> <p>(See also Labor Law §§875-883; Public Health Law §§4800-4808; 9 NYCRR Part 1174)</p>	<p>Right to Know/Hazard Communication</p> <p>This poster must list (i) the names and locations of the principal and site safety officer, and (ii) the designated location(s) of the “Hazard Communication Plan,” “Material Safety Data Sheets,” “Chemical Inventory” SH 900.1 forms, “Personal Protective Equipment,” and the “Hazard Communication Standard/Right to Know Records.”</p> <p>Job Safety and Health</p> <p>This poster details the PESH Act requirements.</p>	<p>DIVISION OF HUMAN RESOURCES/OFFICE OF OCCUPATIONAL SAFETY AND HEALTH</p> <p>Director Emerson Greenidge 65 Court Street, 7th Floor Brooklyn, NY 11201 (718) 935-2319 egreeni@schools.nyc.gov</p>

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<p>Laboratory Safety</p> <p>The DOE must furnish a workplace free from recognized chemical hazards and must provide notification to employees about the toxic substances they use, the risks involved and the procedures necessary to minimize their "occupational exposure."</p>	<p>Occupational Safety and Health Act of 1970 (29 CFR Part 1910.1450)</p> <p>New York State Public Employee Safety and Health Act of 1980 adopts all OSHA regulations through state rule-making procedures.</p> <p>Schools are governed by the PESH Bureau of the NYS Department of Labor. The PESH Bureau enforces and interprets the state rules.</p> <p>The PESH Bureau interprets OSHA's laboratory safety standard to cover chemicals in science laboratories only, and not to the use of, or exposure to, toxic substances in arts or other school classes/subjects. (Toxic substances or chemicals used in other school subjects are covered by OSHA's Hazard Communication Standard/Right to Know Law Standard.)</p>	<p>OSHA Laboratory Safety and Health (once on website scroll down to "posters and forms")</p> <p>The poster must list (i) the name(s) and location(s) of the principal, Chemical Hygiene Officer" and Custodial Engineer, (ii) the designated location(s) of the "Chemical Hygiene Plan," "Material Safety Data Sheets," "Chemical Inventory," "Laboratory Safety and Health Standard Records," "Personal Protective Equipment" and (iii) instructions on removal of hazardous waste.</p>	<p>DIVISION OF HUMAN RESOURCES/OFFICE OF OCCUPATIONAL SAFETY AND HEALTH</p> <p>Director Emerson Greenidge 65 Court Street, 7th Floor Brooklyn, NY 11201 (718) 935-2319 egreeni@schools.nyc.gov</p>
<p>Cardiac Automated External Defibrillator (AED/CPR Program)</p> <p>An Automated External Defibrillator (AED) is a cardiac resuscitation device that is used in concert with cardio-pulmonary resuscitation (CPR) techniques to treat a person suspected of having gone into sudden cardiac arrest.</p>	<p>NY Education Law §917</p> <p>NY Pub Health Law §3000-b</p> <p>Public schools must participate in an AED/CPR program by having at least one AED installed in each school and trained/ certified individuals in AED/CPR who can respond to medical emergencies.</p>	<p>The AED location poster is available online via the DOE's vendor, Emergency Skills Inc. (ESI), on the DOE website (scroll down to AED/CPR Program)</p> <p>Schools must post a sign or notice at the main entrance indicating the location where the AED is stored or maintained in the building on a regular basis and that it is available for emergency use.</p>	<p>OFFICE OF SCHOOL HEALTH</p> <p>AED Program Manager Brooklyn, Queens and Charter Schools Donovan A. Lauther, Bronx, 49-51 Chambers Street, Room 600 New York, NY 10007 212-374-6757 dlauthe@schools.nyc.gov</p> <p>AED Program Manager Manhattan, Staten Island, Alternative, Citywide and Empowerment Schools Celeste T. McGee, 212-374-6755 cmcgee3@schools.nyc.gov</p>

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<p>Choking Emergency</p> <p>All public eating establishments (including school lunchrooms and cafeterias) must provide first aid instructions concerning food lodged in the throat.</p>	<p>NY Public Health Law § 1352-b</p> <p>A choking emergency occurs when food lodges in a person's throat in a manner that prevents or severely inhibits the continued breathing of such person.</p>	<p>Choking Emergency</p> <p>Every school must post choking emergency instructions in its lunchrooms and cafeterias to familiarize and instruct staff and students on the actions necessary to assist any choking victim.</p>	<p>OFFICE OF SCHOOL FOOD</p> <p>Deputy Chief Compliance Officer Compliance and Monitoring Unit Sal D'Alessio 44-36 Vernon Boulevard Long Island City, NY 11101 Ph: (718) 707-4471 Fax: (718) 349-5463 sdaless@schools.nyc.gov</p> <p>Inquiries should also be directed to the School Food Regional Director at the respective borough's ISC</p>
<p>Administration and Accountability in the School Food Service Program</p> <p>Administration and accountability procedures serve to substantiate federal and state claims for meal reimbursement for all eligible children in public schools.</p>	<p>Chancellor's Regulation A-815 (currently under revision)</p> <p>This regulation provides basic information on the accountability procedures as required by The Child Nutrition and WIC Reauthorization Act</p> <p>School food service programs include breakfast, lunch, supper, LYFE, Saturday, Holiday and Summer meals.</p>	<p>"Student Daily Meal Card Sale Informational" is found in Chancellor's Regulation A-815</p> <p>Each non-Universal School Meal (non-USM) program in middle, junior high and high school, must prominently post a sign in the cafeteria informing students that meal cards are available for purchase prior to servicing the particular meal.</p>	<p>OFFICE OF SCHOOL FOOD</p> <p>Deputy Chief Compliance Officer Compliance and Monitoring Unit Sal D'Alessio 44-36 Vernon Boulevard Long Island City, NY 11101 Ph: (718) 707-4471 Fax: (718) 349-5463 sdaless@schools.nyc.gov</p> <p>Inquiries should also be directed to the School Food Regional Director at the respective borough's ISC</p>
<p>Hand washing/Gloves</p> <p>Cleanliness for school food handlers is required to protect the health of all persons.</p>	<p>Sanitary Code of the Public Health Law (10 NYCRR § 14-1.71 (2008))</p> <p>All employees must maintain a high degree of personal cleanliness and conform to good hygienic practices when working in school cafeterias and lunchrooms.</p>	<p>"Wash Your Hands"</p> <p>Hand washing instructions must be posted in bathroom(s).</p>	<p>OFFICE OF SCHOOL FOOD</p> <p>Deputy Chief Compliance Officer Compliance and Monitoring Unit Sal D'Alessio 44-36 Vernon Boulevard Long Island City, NY 11101 Ph: (718) 707-4471 Fax: (718) 349-5463 sdaless@schools.nyc.gov</p> <p>Inquiries should also be directed to the School Food Regional Director at the respective borough's ISC</p>
<p>United States Department of Agriculture's (USDA) Non-Discrimination Policy – Food Programs</p> <p>The USDA requires non-discrimination in all aspects of the administration of federally-funded school food programs.</p>	<p>Regulations of the USDA (7 Code of Federal Regulation §272.6)</p> <p>Participating State agencies (including those operated under The Child Nutrition and WIC Reauthorization Act) must insure that all offices involved in administering the public food program display the nondiscrimination poster provided by Food and Nutrition Services of the USDA.</p>	<p>"Justice For All"</p> <p>This poster is specific to Office of School Food and must be displayed in the school kitchen vicinity and cafeteria. This poster requirement is in addition to the "Public Notification of Non-Discrimination Policy," (CR "Attachment No. 3") required by Chancellor's Regulation A-830.</p>	<p>OFFICE OF SCHOOL FOOD</p> <p>Deputy Chief Compliance Officer Compliance and Monitoring Unit Sal D'Alessio 44-36 Vernon Boulevard Long Island City, NY 11101 Ph: (718) 707-4471 Fax: (718) 349-5463 sdaless@schools.nyc.gov</p> <p>Inquiries should also be directed to the School Food Regional Director at the respective borough's ISC.</p>

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<p>Translation & Interpretation Services</p> <p>All schools must provide limited-English-proficient parents with a meaningful opportunity to participate in and have access to programs and services critical to their child's education.</p>	<p>Chancellor's Regulation A-663</p> <p>This regulation establishes the procedures for providing translation and interpretation services to limited English-proficient parents.</p> <p>Schools must provide parents of covered languages with the Parent's Bill of Rights and Responsibilities, which includes their rights to translation and interpretation services</p> <p>Covered languages are: Arabic, Bengali, Chinese, Haitian Creole, Korean, Russian, Spanish and Urdu.</p>	<p>"Welcome" Signs</p> <p>Signs must be provided in the 8 covered languages. (scroll down on web page to download signs)</p> <p>Each school where parents of more than 10% of the children speak a primary language that is neither English nor one of the covered languages must meet the requirements for signage and inform parents of their rights in their language.</p>	<p>TRANSLATION & INTERPRETATION UNIT</p> <p>45-18 Court Square, Floor 2 Long Island City, NY 11101 Fax (718) 752-7390 Tel. (718) 752-7373</p> <p>translations@schools.nyc.gov</p>
<p>Family and Medical Leave Act (FMLA) and Military Family Leave (MFL)</p> <p>FMLA and MFL are federal laws which grant eligible employees family and temporary medical leave under certain circumstances.</p>	<p>The Family and Medical Leave Act of 1993, as amended</p> <p>Under the FMLA, as amended, eligible employees may take reasonable unpaid leave, or substitute appropriate paid leave, for up to a total of twelve (12) work weeks during a designated twelve (12) month period for necessary family and/or medical care.</p> <p>National Defense Authorization Act, Public Law 110-181 §585(a)</p> <p>The NDAA amended FMLA to provide eligible employees with new qualifying reasons for leave due to active or impending military service</p>	<p>"Family Medical Leave Act"</p> <p>"Military Family Leave"</p> <p>All schools must post the notices on FMLA and MFL.</p> <p>These posters provide the minimum FMLA and MFL entitlements.</p> <p>Note: If leave benefits established by a collective bargaining agreement (CBA) exceed FMLA requirements the terms of the CBA apply.</p> <p>For CBA questions contact Karen Solimando (212) 374-7990</p>	<p>OFFICE OF LABOR RELATIONS</p> <p>Deputy Director Karen Solimando 49-51 Chambers Street New York, New York 10007 (212) 374-7990 KSolimando@schools.nyc.gov</p> <p>Employees applying for FMLA/MFL benefits should direct inquiries to the respective borough's ISC HR Partner(s) or HR Connect at 65 Court Street, Room 102 Brooklyn, New York 11201 (718) 935-4000.</p>

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<p>Minimum Wage-Hour</p> <p>Minimum wage-hour standards for employment are set by Federal and State law.</p> <p>State law does not affect an employer's obligation to comply with Federal law, which may result in a higher minimum wage.</p> <p>The higher wage, whether mandated by Federal or State law, is applicable.</p>	<p>Fair Labor Standards Act (FLSA)</p> <p>The FLSA requires minimum wage, overtime pay, recordkeeping, and youth employment standards affecting full-time and part-time workers in the private sector and in Federal, State, and local governments</p> <p>New York's General Industry Minimum Wage Act (NY-MWA)</p> <p>Employees covered by the Federal FLSA have the full protection of the NY-MWA.</p> <p>New York's minimum wage-hour is currently higher than what is mandated by the Federal law.</p>	<p>"New York Minimum Wage-Hour"</p> <p>All schools must post a Minimum Wage Information poster.</p>	<p>DIVISION OF HUMAN RESOURCES/OFFICE OF EMPLOYEE RELATIONS</p> <p>Director, Support Services Sheldon Hychman 65 Court Street, Room 200 Brooklyn, NY 11201 (718) 935-5878 shychma@schools.nyc.gov</p>
<p>Unemployment Insurance</p> <p>New York State maintains an Unemployment Insurance System to provide financial support to workers who have lost their jobs through no fault of their own.</p>	<p>New York State Unemployment Insurance Law (NYS-UIL)</p> <p>The law sets forth the public policy and obligations for the administration and handling of the State and/or employer funds, and the right to unemployment insurance benefits.</p>	<p>"Notice of Employees" (IA 133)</p> <p>All schools must post notices furnished to the DOE by New York State Department of Labor, Registration Subsection. State Office Building Campus Albany, NY 12240-0339 Phone: (518) 485-8589 Fax: (518) 485-8010</p>	<p>DIVISION OF FINANCIAL OPERATIONS/BUSINESS OPERATIONS</p> <p>UI Administrator Lois Tobjy 65 Court Street - Room 1703 Brooklyn, New York 11201 (718) 935-4513 ltobjy@schools.nyc.gov</p> <p>DOE Employees' Unemployment Insurance Website</p>
<p>Workers' Compensation</p> <p>Workers' compensation insurance provides weekly cash payments and the cost of medical treatment for covered employees who become disabled as a result of injury/disease connected with their employment.</p>	<p>New York State Workers' Compensation Law § 50. (WCL)</p> <p>The law sets forth the obligations of administration, the handling of the funds, and the rights to worker's compensation benefits</p> <p>Please click on above link to take you to the DOE website for all relevant information and forms to file a claim.</p>	<p>"Notice of Compliance for Workers' Compensation"</p> <p>Schools must post a notice stating that the employer has complied with all the rules and regulations of the WCL and has secured the payment of compensation to employees, and their dependents, as required by the WCL.</p> <p>This poster is updated annually.</p>	<p>DIVISION OF FINANCIAL OPERATIONS/BUSINESS OPERATIONS</p> <p>Administrative Manager Carmen Galarza 65 Court Street - Room 1702 Brooklyn, New York 11201 (718) 935-2213 cgalarza@schools.nyc.gov</p> <p>DOE Employees' Workers' Compensation Website</p>

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<p>Disability Benefits</p> <p>Provides employees with income replacement in case of disability caused off-the-job.</p>	<p>New York State Workers' Compensation Law §§200-242.</p> <p>The law sets forth administrative obligations, the handling of funds and employee rights to disability benefits</p>	<p>"Notice of Compliance for Disability Benefits"</p> <p>Schools must post a notice stating that the employer has complied with all the rules and regulations of the Disability Benefits Law and provided payment, as required by the WCL.</p> <p>This poster is updated annually.</p>	<p>DIVISION OF FINANCIAL OPERATIONS</p> <p>Administrative Manager Carmen Galarza 65 Court Street - Room 1702 Brooklyn, New York 11201 (718) 935-2213 cgalarza@schools.nyc.gov</p>
<p>Uniform Services Employment and Reemployment Rights (USERRA)</p> <p>Protects service members' reemployment rights when returning from a period of service in the uniformed services, including those called up from the reserves or National Guard.</p>	<p>Uniformed Services Employment and Reemployment Rights Act</p> <p>Prohibits employer discrimination based on military service or obligation and protects the job rights of individuals who voluntarily or involuntarily leave employment to undertake military service.</p>	<p>"Uniformed Services Employment and Reemployment Rights Act"</p> <p>This poster details the minimum USERRA protections. The rights listed may vary depending on the circumstances and/or collective bargaining agreements (CBA).</p> <p>For CBA questions contact Karen Solimando (212) 374-7990</p>	<p>DIVISION OF HUMAN RESOURCES/OFFICE OF EMPLOYEE RELATIONS</p> <p>Director, Support Services Sheldon Hychman 65 Court Street, Room 200 Brooklyn, NY 11201 (718) 935-5878 shychma@schools.nyc.gov</p>