The Employee Polygraph Protection Act protects most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

**EXEMPTIONS**

Federal, state, and local governments are not affected by the law. The law does not apply to tests given by the Federal Government to determine fitness for duty of specific occupational positions.

The Act permits polygraph tests to be administered in the private sector and subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard) in the private sector, subject to restrictions, to certain prospective employees.

**WHAT TO DO IF YOU DO BELIEVE DISCRIMINATION HAS OCCURRED**

-**Raise a safety or health concern with**
-**Participate (or have your representative participate in)**
-**Speak in private to the inspector.**

**Empowerment** of employees by granting them the right to maintain their medical records, tests, and any benefit of employment for a reasonable period of time.

**RELATIONSHIP TO OTHER LAWS**

- The Employee Polygraph Protection Act must be posted in a conspicuous place for convenient viewing by all employees and applicants.
- The law requires employers to display this poster where employees and job applicants can readily see it.

**OSHA Occupational Safety and Health Act of 1970**

This notice was prepared by VETS, and may be downloaded from the internet at this address: http://www.dol.gov/whd/.

**EMPLOYEES RIGHTS**

**Equal Employment Opportunity is THE LAW**

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies, and Labor Organizations to Perform

**RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN**

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**SEX (WAGES)**

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