

# Hawaii

## Department of Labor and Industrial Relations Required (But Not Enforced) Posters

*Package contains one copy of the following:*

National Human Trafficking Resource Center Hotline

Breastfeeding in the Workplace

Whistleblower Protection Law

# NOTICE TO EMPLOYEES

If you or someone you know is being forced to engage in any activity and cannot leave – whether it is commercial sex, housework, farm work, or any other similar activity – call the National Human Trafficking Resource Center Hotline at:

**1-888-373-7888**

to access help and services. Victims of human trafficking are protected under United States and Hawaii law.

The hotline is:

- (1) Available twenty-four hours a day, seven days a week;
- (2) Toll free;
- (3) Operated by a non-profit, non-governmental organization;
- (4) Anonymous and confidential;
- (5) Accessible in one hundred seventy languages; and
- (6) Able to provide help, referral to services, training, and general information.

# NOTICE TO EMPLOYEES

Under the HAWAII EMPLOYMENT PRACTICES LAW  
([Act 249, 2013 Regular Session](#))

## BREASTFEEDING IN THE WORKPLACE

**effective July 1, 2013**

**You have the right to** reasonable break time to express milk for your nursing child at the workplace in a location, other than the restroom, that is shielded from view and free from intrusion from coworkers and the public for one year after your child's birth.

Employers with fewer than twenty employees who can show that providing the time and place to express breast milk as required under [Act 249](#) (SLH, 2013) would impose an undue hardship by causing the employer significant difficulty or expense in relation to the size, financial resources, nature, or structure of the employer's business shall not be subject to the time and place requirements of Act 249.

Employers who fail to comply with the requirements of Act 249 shall be fined \$500 per violation and may be liable for damages suffered by the employee.

**ENFORCEMENT:** If you believe your employer has violated this law you may file a lawsuit in state court for appropriate injunctive relief, actual damages, or both, within two years after the occurrence of the alleged violation. Damages may include reasonable attorneys' fees.

This notice provides general background information on Hawaii Employment Practices Law and is not intended to serve as a substitute for legal counsel. For specific legal advice on individual situations, please consult your attorney.

**The law requires employers to post a notice in a conspicuous place accessible to employees providing information regarding this employment practice.**

Department of Labor and Industrial Relations  
Equal Opportunity Employer/Program  
Auxiliary aids and services are available upon request to individuals with disabilities.  
TDD/TTY Dial 711 then ask for (808) 586-8866.

A banner with a blue background and a cityscape image. The text "WHISTLEBLOWER PROTECTION LAW" is in white, and "NOTICE TO EMPLOYEES" is in red with a white outline.

# WHISTLEBLOWER PROTECTION LAW NOTICE TO EMPLOYEES

**You have the right to** not suffer from any adverse employment action, such as termination or discrimination, regarding your employment conditions because you reported or were about to report to a government agency or your employer, verbally or in writing, a violation or a suspected violation of a law or a contract executed by the government.

**You have the right to** not suffer from any adverse employment action because you participated in an investigation, hearing or inquiry conducted by a government agency or court of law.

If you believe your employer has violated this law, you may file a lawsuit in state court within 2 years after the occurrence of the alleged violation.

This notice provides general background information on Hawaii labor and employment law and is not intended to serve as a substitute for legal counsel. For specific legal advice on individual situations, please consult an attorney.

\*You may satisfy Hawaii Labor Laws' posting requirements by posting our official labor law poster. For more information:

<http://labor.gov/labor-law-poster/>

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