



ATTENTION COLORADO EMPLOYERS

Our goal as your **RELIABLE** labor law poster company is to ensure that you are always in compliance! We would like to make you aware that there may be **other requirements** that your company is subject to in addition to posting your labor law posters in a conspicuous location.

- Employers are required to post the **Notice to Employer of Injury** (27"x40") and is now included as part of your plan.
 - Employers must post a "**COMPS Order**" poster in a conspicuous location in the workplace. Newly hired remote employees must be provided the order within the first month and when employees ask to request a copy. Employers that distribute employee handbooks, manuals, or policies must include a copy of a "**COMPS Order**" inside. Employers that require employees to sign handbooks, manuals, or policies must include a copy of the order inside.
 - The "**Notice of Pregnancy Accommodation**" notice has been removed from the Colorado poster, and information on the Pregnant Workers Fairness Act has been added to the updated "**Discrimination in Employment**" notice. However, employers are still required to provide employees with written notice of their rights at the start of employment. For further information, contact the Colorado Division of Civil Rights at (303) 894-2997 (choose "0" to speak with an agent) or go to <https://www.colorado.gov/dora/civil-rights>.
 - Locate the "**Notice of Paydays**" notice on your Colorado poster and fill out the time and place of payment in the space provided.
 - The "**Discrimination in Housing**" and "**Discrimination in Places of Public Accommodation**" posters are included in the **Colorado Discrimination Specialty Posters**. Go to the following link to download a PDF of the poster: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>
 - If **applicants for employment** are normally seen in an area **other than where you post your federal labor law poster**, you need to post four federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all four of these notices. Call Customer Service at (800) 322-3636 if you would like to order this poster.
 - If your state has an **E-Verify law** (used to determine if workers are eligible for employment), covered employers must register for E-Verify through the U.S. Department of Homeland Security (DHS) and must post required participation posters.
 - Only employers **who have registered** should post the required posters which can be downloaded free during registration.
 - DHS prohibits commercial sale of these posters by third parties.
- For these reasons, E-Verify posters are not included on our state posters. For further information or to register for E-Verify, go to the DHS E-Verify home page at <https://www.e-verify.gov> or call 888-464-4218.
- Colorado has a **No Smoking law**, and covered employers must post required signs in their places of business. The signs must be posted in specific locations, such as building or room entrances. These location requirements cannot be met by including a no smoking sign on your labor law poster. Therefore, employers must obtain and post any required signs, and must also post a Tobacco-Free Workplace Policy. You can download the Tobacco-Free Workplace Policy document from our Free Specialty Labor Law Posters page: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters>

Poster Compliance Center publishes labor law posters that include all general required notices for employers. Depending on a company's industry, type of commerce, sector, location, or workforce, **additional specialized notices may be required** by federal, state, or local governments or agencies. Examples could include notices for a municipality, notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees), a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.

COSL (5-23)