

Virginia Notices and Posters

The following posters are mandatory for Virginia employers so that employees have access to and information about applicable labor laws. These posters can be downloaded from the links below.

State Poster Requirements

All Employers

The following posters are required for all employers in Virginia:

Occupational safety and health poster

[English](#) ▪ [Spanish](#)

Unemployment insurance notice

[English](#) ▪ [Spanish](#) ▪ [Amharic](#) ▪ [Korean](#) ▪ [Arabic](#) ▪ [Vietnamese](#) ▪ [Chinese \(simplified\)](#)

Employer earned income tax credit posters

1. [Employer poster - English/Spanish](#)
2. [Credit for low income individuals](#)

Indoor Clean Air Act: “No Smoking,” “Smoking Permitted,” and/or “No-Smoke Section Available” signs must be posted conspicuously by the appropriate employers. [Click here](#) for more information.

Pregnancy accommodations notice

Employers must notify employees about the non-discrimination and reasonable accommodation aspects of the Human Rights Act in the form of a poster beginning Oct. 29, 2020.

[English](#)

Virginia Human Rights Act poster

[English](#)

Virginia Human Rights Act Reasonable Accommodations for Disability poster

[English](#)

Posters Required for Certain Employers

The following posters are required for employers that are subject to specific laws or that operate in the specified industries:

Workers’ compensation notice: required for employers subject to Virginia’s workers’ compensation laws.

[English](#) ▪ [Spanish](#)

Human trafficking poster: required for adult entertainment and truck stop establishments.

[English](#) ▪ [Spanish](#)

Seizure First Aid: required for employers with **25 or more employees** beginning **July 1, 2022**. This poster has not been made available by the Virginia Department of Labor and Industry yet. We will update our content once an official version is published.

Federal Poster Requirements

Some of the statutes and regulations enforced by the U.S. Department of Labor (DOL) and other federal agencies require that notices be provided to employees or posted in the workplace. The DOL provides free electronic and printed copies of its required posters through its [elaws Poster Advisor](#).

The Advisor can be used to determine which posters employers are required to display at their places or business. Posters, available in English and other languages, may be downloaded and printed directly from the Advisor, or from [this page](#).

Please Note: The posters presented herein are for general reference only. This information has been taken from sources which we believe to be reliable, but there is no guarantee as to its accuracy. State or local laws or individual circumstances such as size of company or industry may impact the state requirements related to specific employer posters and notices. As such, we do not guarantee the accuracy, relevance, timeliness, or completeness of posters featured in the Posters section.