



# Claims are Protected. Retaliation is Prohibited.

## What is Retaliation?

- **Retaliation includes but is not limited to:**
  - **Termination**
  - **Change in Hours**
  - **Reduction in Pay**
  - **Relocation**
  - **Reduction in Hours**
  - **Reduced Privileges**

### Payment of Wage Retaliation

- Virginia Code § 40.1-33.2 prohibits an employer from retaliating against an employee for filing a Claim for Unpaid Wages with the Department and/or initiating a civil proceeding for unpaid wages.

### Wage Sharing Retaliation

- Virginia Code § 40.1-28.7:9 prohibits an employer from retaliating against an employee for inquiring into or sharing information about the employee's own wages or other compensation or about any other employee's wages or other compensation.

### Misclassification Retaliation

- Virginia Code § 40.1-33.1 prohibits an employer from retaliating against an individual for reporting or planning to report to an appropriate authority that an employee or independent contractor has had their employment status misclassified by their employer.

