



Empowering You at Work

The Delaware Department of Labor's Division of Industrial Affairs is dedicated to ensuring a fair, safe, and respectful work environment for all employees across the state. This guide outlines your rights, the support available, and how you can access the resources you need.

Your Rights and Support Services:

- **Workplace Safety:** Industrial Affairs conducts safety inspections and offers health consultations to keep your work environment secure.
- **Fair Pay:** We intervene in disputes over wages and ensure that your work hours and pay comply with legal standards.
- **Discrimination and Harassment:** If you face workplace discrimination or harassment, we are here to support you through processes that uphold your rights.
- **Workers' Compensation:** If injured at work, contact the Workers' Compensation Office for guidance on your claim.
- **Employment Practices:** Receive guidance to ensure fair and safe employment practices within your workplace.

How to Contact the Right Office:

- **Identify Your Concern:** Determine if your issue relates to wages, workplace safety, discrimination, or workers' comp.
- **Find the Right Office:** Connect with the specific DOL IA office equipped to handle your issue.
- **Get in Touch:** Reach out by phone, email, or online form to receive support.

Don't hesitate to reach out! Your well-being is our priority, and we are just a call or click away. Visit our website or contact us directly for assistance.

Quick FAQs:

Is my inquiry confidential? Yes, all inquiries are handled with utmost confidentiality.

What if I'm unsure where to start? DOL IA's customer service can guide you to the appropriate office based on your concerns

Locations

- **Wilmington**
- **Newark**
- **Dover**
- **Georgetown**

Quick Contact Information:



PHONE: (302) 761-8200

Your Rights and Safety at Work: How We Help

The Division of Industrial Affairs champions workplace justice and safety across Delaware. We are committed to ensuring that all labor laws are followed, providing a safer and fairer work environment for everyone. Here's how the Division of Industrial Affairs supports you:

- **Upholding Your Rights:** We enforce labor laws to protect your rights at work.
- **Safety Inspections and Health Consultations:** We conduct inspections and offer consultations to keep your workplace safe.
- **Combating Discrimination and Harassment:** We address any issues of discrimination and harassment to ensure a respectful work environment.
- **Workers' Compensation Support:** We assist with workers' compensation claims to help you when you're injured at work.
- **Resolving Wage Disputes:** We intervene in disputes over wages to ensure you are paid fairly.
- **Guidance on Employment Practices:** We provide guidance to help create safer and fairer employment practices.

DOL IA is your dedicated resource for a just and secure workplace.

Contact the Right Office for Your Needs

Each of our offices offer specialized services tailored to meet your needs in the workplace. Here's when and how we can assist you:



Workers' Compensation Office:

If you've suffered a work-related injury and need guidance on your claim, this office is your first point of contact.



Anti-Discrimination Office:

Are you facing discrimination or harassment at work? Reach out to us for support and assistance in navigating these challenges.



Safety & Health Consultation Office:

Concerned about workplace safety? Our office provides free evaluations to ensure your working environment meets health and safety standards.



Wage & Hour Office:

If you have concerns about unpaid wages or issues with your work hours not meeting legal standards, we're here to help.



Construction Industry Enforcement Office:

Working in construction and facing unsafe conditions or unfair treatment? Our office advocates for your right to a fair and safe work environment.

Human Trafficking

Coordination Office: Suspect trafficking activities at your workplace or need assistance with intervention efforts? We're dedicated to preventing and addressing human trafficking.

Myths and Realities

Separating Fact from Fiction

There are some misconceptions about what the DOL IA can and cannot do for Delaware employees. Let's make things clear:

Myth: DOL IA is only for employers.

Reality: DOL IA serves employees by protecting their rights and safety.

Myth: Reaching out to DOL IA leads to immediate legal action.

Reality: DOL IA first seeks to educate and mediate, aiming for fair resolutions.

Myth: Requesting help from DOL IA puts you at risk of being reported to US Immigration and Customs Enforcement.

Reality: Consultations are confidential and aimed at resolving issues without risking your employment or involving immigration enforcement.

Myth: Reporting a workplace issue will always lead to confrontation with your employer.

Reality: DOL IA promotes a cooperative approach to improve workplace conditions and relations.

Myth: DOL IA can provide legal advice to employees.

Reality: The OAD assists through the Anti-discrimination Administrative Process but is not authorized to offer legal advice.