

17.03 Regulatory Compliance

Policy:

It is the policy of Licking/Knox Goodwill Industries, Inc. to comply with all local, state and federal laws and regulations in the processing and sale of goods.

Procedure:

Licking/Knox Goodwill Industries, Inc. complies with the following laws and regulations:

- Ohio Department of Industrial Relations Bedding and Upholstered Furniture Division
- Ohio Department of Industrial Relations Division of Prevailing Wage, Minimum Wage and Minors
- Occupational Safety and Health Administration
- Employee Polygraph Protection Act
- Uniformed Services Employment and Reemployment Rights Act
- Title VII of the Civil Rights Act of 1964
- Fair Labor Standards Act (FLSA)
- Americans with Disabilities Act
- State Sales Tax
- City Sales Tax
- Bureau of Workers Compensation
- Family and Medical Leave Act
- Health Insurance Portability and Accountability Act
- Consumer Product Safety Council
- Federal Communication Commission Orders and Regulations
- Ohio Non-Smoking
- All other applicable laws and regulations