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OCCUPATIONAL SAFETY AND HEALTH PROTECTION

SAFETY AND HEALTH PROTECTION ON THE JOB

ALASKA LAW AS 18.60.010 to .105 – provides safety and health protection for workers through promotion of safe and healthful working conditions throughout the State. Requirements of the law include the following:

EMPLOYERS:	Each employer shall furnish to each of his employees, employment, and a place of employment free from recognized hazards that are causing or are likely to cause death or serious harm to his employees; and shall comply with occupational safety and health standards	You and your employer both pay your UI premiums (taxes). You pay about 27 percent and your employer pays 73 percent. Generally speaking, if you receive one week of UI benefits, you receive as much or more than you paid into the program for the year. Your employer may withhold from your earnings the employee portion of the UI tax. Wages in excess of the maximum annual taxable wage set for the calendar year are non-taxable. Current and past years' maximum annual taxable wage base and the employee portion of the UI tax rates are posted on the Employment Security Tax website at: labor.alaska.gov/estax/fag/w1.htm.	
EMPLOYEES:	issued under the law. Each employee shall comply with all occupational safety and health standards, rules, regulations, and orders issued under the law that	As with any insurance, you must meet certain qualifications to be eligible for benefits. You must have earned wages in jobs that are covered by the law, file your claim for UI, and register for work with the Alaska Employment Service or your union. You must also be ready, willing and able to accept suitable work. If you quit or are fired from your last job, or if anything is keeping you from accepting full-time work, you may not immediately be eligible for benefits.	
	apply to his own actions and conduct on the job. The Alaska Department of Labor and Workforce Development has the primary responsibility for administering the law. It issues	To file a NEW claim or REOPEN an existing Alaska claim for UI benefits on the Internet, go to labor.alaska.gov and click on "File Unemployment Benefits Online." To file for UI by telephone and for all other UI assistance, contact your local UI claim center. The phone numbers are listed below. If you do not reside in one of the cities below, use the toll free number.	
INSPECTION:	occupational safety and health standards, and its Compliance Officers conduct job site inspections to ensure compliance with the law. The law requires that a representative of the employer and a representative authorized by the employees be given an opportunity	Anchorage: (907) 269-4700 Juneau/outside Alaska: (907) 465-5552 Fairbanks: (907) 451-2871 All other areas in Alaska: (888) 252-2557 The toll-free telephone number to connect to Alaska Relay is (800) 770-8973 or voice (800) 770-8255.	
	to accompany the Compliance Officer for the purpose of aiding the inspection. Pursuant to AS 18.60.087, time spent by an employee aiding the inspection shall be considered as time worked, and the employee shall be compensated accordingly.	You may be entitled to a refund of excess employee tax and your overpayment is \$5 or greater. For the year you are claiming a refund, the filing deadline for your application is Dec. 31 of the following calendar year. (If you had more than the legal maximum employee deduction	
	Where there is no authorized employee representative, the Compliance Officer must consult with a reasonable number of employees concerning safety and health conditions in the workplace.	withheld by any one employer, your employer is responsible for refunding this excess deduction to you.) To obtain an Employee Application for Refund, write the Alaska Department of Labor and Workforce Development, P.O. Box 115509, Juneau, AK 99811-5509 or email Tax at: ALASKA DEPARTMENT OF LABOR	
COMPLIANCE COMPLAINT:	Employees or their representatives have the right to file a complaint in writing with the nearest Alaska Department of Labor and Workforce Development office requesting an inspection if they believe unsafe or unhealthful conditions exist in their workplace. Their names will be withheld upon request.	esd.tax@alaska.gov or download the form at: labor.alaska.gov/estax/forms/toc_forms.htm. & WORKFORCE DEVELOPMENT Alaska's Unemployment Insurance Program is 100 percent funded by U.S. Department of Labor through a grant award totaling \$25,815,406. We are an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Alaska employers are required by law to post this notice. Form 07-1012 (Rev. 12/24) Form 07-1012 (Rev. 12/24)	
	Employees and their representatives have a right to call an inspector's attention to possible violations in writing or orally. The law provides that employees may not be discharged or discriminated against in any way for filing safety and health complaints or	ALASKA MINIMUM WAGE	
DISCRIMINATION	otherwise exercising their rights under the law. Pursuant to AS 18.60.089, an employee may not be discharged or discriminated against because they filed a complaint, instituted, or	SUMMARY OF ALASKA WAGE AND HOUR ACT Effective January 1, 2025, the Alaska minimum wage shall be \$11.91 per hour.	
COMPLAINT:	caused to be instituted a proceeding related to the enforcement of occupational safety and health standards, or has testified or is expected to testify in a proceeding related to occupational safety and health. An employee who believes they have been discriminated against may	Effective January 1, 2025, the Alaska minimum wage shall be \$11.91 per hour. Alaska Statute 23.10.050 – 23.10.150 establishes minimum wage and overtime pay standards for employment subject to its provisions. These standards are	
	file a complaint with the nearest OSHA and/or Alaska Occupational Safety and Health office within 30 days of the alleged discrimination.	generally applicable to all employees. School bus drivers, however, shall receive at least two times the Alaska minimum wage. Other exceptions to the minimum wage requirement follow. Alaska minimum wage and overtime requirements do not apply to any individual employed as follows:	
CITATION:	If upon inspection, the Compliance Officer believes an employer has violated the law, a citation alleging such violations will be issued to the employer. Each citation will specify a time period within which the alleged violation must be corrected.	 In agriculture; In the taking of aquatic life; or the hand picking of shrimp; In domestic service (including babysitting) in or about a private home; A student participating in a University of Alaska practicum described under AS 14.40.065; A person licensed under AS 08.54 and who is employed by a registered guide 	
	The citation must be prominently displayed at or near the place of alleged violation for five days, or until it is corrected, whichever is later, to warn employees of dangers that may exist there.	 By U.S., state or local governments (i.e., political subdivisions); In voluntary service in the nonprofit activities of a religious, charitable, cemetery, educational or other nonprofit organization which are related only or master guide licensed under AS 08.54 for the first 60 workdays so employed during a calendar year; An independent taxicab driver who establishes the driving area and hours 	
PROPOSED PENALTY:	The law provides for mandatory penalties against employers of up to \$16,131.00 for each serious violation and for optional penalties of up to \$16,131.00 per day may be proposed for failure to correct violations within the	 to the organization's nonprofit activities; In a bona fide executive, professional or administrative capacity as defined in regulations of the Commissioner of Labor and Workforce Development and who contracts on a flat rate basis for use of the cab, permit or dispatch services, and who is compensated solely by the customers served; Solely as a watchman or caretaker on a premises out of operation for longer 	
	proposed time period. Also, any employer who willfully or repeatedly violates the law may be assessed penalties of up to \$161,131.00 for each violation. Current penalty supplements may be found here: https://labor.alaska.gov/lss/program_directives.htm.	 in the FLSA; or in certain computer occupations, or as an outside salesman, or as any salesman working on a straight commission basis; Youth under age 18 employed part-time for not more than 30 hours in any week; than four months; In delivery of newspapers to the consumer; In the search for placer or hard rock minerals; An individual engaged in activities for a nonprofit religious, charitable, civic, 	
	Criminal penalties are also provided for in the law. Any willful violation resulting in death of an employee upon conviction is punishable by a fine not more than \$10,000 or by imprisonment for not more than 6 months, or by both. Conviction of an employer after a first	 An individual who is employed by a motor vehicle dealer and whose primary duty is to (a) receive, analyze or reference requests for service, repair or analysis of motor vehicles; (b) arrange financing for the sale of motor An individual engaged in activities of a horizontal non-point engaged. The activities of a horizontal engaged in activities of a horizontal engaged in activities of a horizontal engaged. A horizontal engaged in activities of a horizontal e	
VOLUNTARY	conviction doubles these maximum penalties. While providing penalties for violations, the law also encourages efforts by labor and management, before an inspection, to reduce	 vehicles and related products and services that are part of the sale; or (c) solicit, sell, lease or exchange motor vehicles; An individual who provides emergency medical services only on a voluntary By a nonprofit educational or child care facility to serve in place of a parent of children in residence if the employment requires residence at the facility and is 	
ΑCTIVITY:	injuries and illnesses arising out of employment. The Alaska Department of Labor and Workforce Development encourages employers and employees to reduce workplace hazards	basis; serves with a full-time fire department only on a voluntary basis; or provides ski patrol services on a voluntary basis; Overtime Hours	
	voluntarily and to develop and improve safety and health programs in all workplaces and industries.	The standard workweek shall not exceed 40 hours per week or eight hours per day. Should an employer find it necessary to employ an employee in excess of these standards, overtime hours shall be compensated at the rate of one and one-half times the regular rate of pay.	
	Such cooperative action would initially focus on the identification and elimination of hazards that could cause death, injury, or illness to employees and supervisors. Upon request of employer, the Alaska Department of Labor and Workforce Development will furnish a consultant who will inspect the promises and identify bazards without assessing populties.	 Compensation at the overtime rate is not required in the following cases: By an employer who employs three or fewer people in the regular course of business; An employee of a small mining operation where not more than 12 people are employed, as long as the individual is not employed in excess of 12 hours 	
MORE	consultant who will inspect the premises and identify hazards without assessing penalties. Additional information and copies of the law, specific safety and health standards, and other regulations may be obtained from the	 An individual employed in handling, packing, storing, pasteurizing, drying, canning, or preparing in their raw or natural state agricultural or horticultural commodities for market, or in making cheese, butter or other dairy products; Agricultural employed in connection with publication of a weekly, communication of a weekly, an employee employed in connection with publication of a weekly, communication of a weekly, communi	
INFORMATION:	Alaska Department of Labor and Workforce Development, Division of Labor Standards & Safety, Alaska Occupational Safety and Health at the addresses shown at the bottom of this page.	 Agricultural employees; An employee employed as a seamen; Workers engaged in planting or tending trees, cruising, surveying, bucking or felling timber, preparing or transporting logs or other forestry products to the A nemployee employed as a seamen; Workers engaged in planting or tending trees, cruising, surveying, bucking or felling timber, preparing or transporting logs or other forestry products to the A line haul truck driver for a trip exceeding 100 road miles one way if the 	
PROGRAM COMPLAINT:	Under a plan approved July 31, 1973, by the U.S. Department of Labor, Occupational Safety and Health Administration (OSHA), the State of Alaska is providing job safety and health protection for workers throughout the State. OSHA will monitor the operation of this plan to	 mill, processing plant, railroad or other transportation terminal if the total number of employees in such lumber operations does not exceed 12; An individual employed as an outside buyer of poultry, eggs, cream or milk in 	
	assure that continued approval is merited. Any person may make a complaint regarding the State administration of this plan directly to the U.S. Department of Labor, OSHA, Region IX, 90 7th St., Suite 2650, San Francisco, CA 94103, Phone (415) 625-2547.	 their raw or natural state; Hospital employees whose duties include the provision of medical services; An employee under a flexible work hour plan which is included as part of a 	
	IT'S YOUR RIGHT TO KNOW	 collective bargaining agreement; An employee under a voluntary flexible work plan if the employee and employer have signed a written agreement which has been approved by the Department (Overtime rates must be paid for work over 40 hours a week and over certain provisions (see AS 23.10.060(d)(18)); Work performed by a flight crew member employed by an air carrier subject to 45 U.S.C. 181-188 (subchapter II of the Railway Labor Act); A switchboard operator employed in a public telephone exchange that has 	
	About toxic and hazardous substances and physical agents	 the hours specified on the flexible work hour plan not included in a collective bargaining agreement); A community health aide employed by a local or regional health organization A community health aide employed by a local or regional health organization 	
-	res this information be displayed in a prominent place on business premises. Iform employees about the locations and nature of operations, which could result in exposure to toxic or hazardous substances or physical agents.	as those terms are defined in AS 18.28.100; • Work performed by certain flat-rate mechanics primarily engaged in servicing automobiles, light trucks, and motor homes, subject to certain and specific were used to certain and specific to certain	
Employers must tr	rain employees in the health effects of the toxic or hazardous substances and physical agents to which they are exposed and in the purpose,	provisions (see AS 23.10.060(d)(17)); NOTE: This is not a complete list of exemptions to minimum wage and overtime provisions. Refer to AS 23.10.055 and AS 23.10.060. The above text is intended for informational purposes only and is not to be construed as having the effect of law.	
	mitations of personal protective equipment. eep on file and make available during the work-shift, Safety Data Sheets (SDS) for each toxic or hazardous substance or physical agent to which	Inquiries should be made to: Wage and Hour Administration, Alaska Department of Labor and Workforce Development, 1251 Muldoon Road, Suite 113, Anchorage, AK 99504 Phone: (907) 269-4909 Email: statewide.wagehour@alaska.gov Recordkeeping	
employees may be	e exposed. Employers must remove employees from exposure to the substance or physical agent if an SDS cannot be obtained and provided to 15 calendar days of a request.	An employer shall keep for a period of at least three years all payroll information and records for each employee at the place of employment. Revised November 2024 Post in a Prominent Place	
The Alaska Departme review, and safety ser	ent of Labor and Workforce Development will provide assistance to employers in the form of SDS program development aids, on-site program minars.	CHILD LABOR LAWS	
	ormation, employers, employees and concerned citizens may contact the Alaska Department of Labor and Workforce Development, Labor Standards and Safety Division, Occupational Safety and Health, http://labor.alaska.gov/lss/oshhome.htm .	HOURS OF WORK RESTRICTIONS: NO MINOR UNDER 18 MAY WORK MORE THAN 6 DAYS IN ANY WORKWEEK	
 Consultation & Training 1111West 8th Street 	-	ALASKA YOUTH UNDER THE AGE OF 14 MAY WORK ONLY IN THE FOLLOWING OCCUPATIONS: 2. Occupations involved in operation of power-driven machinery other than office machines.	
P.O. Box 11 Juneau, AK 99 (907) 465-	11149 Ste 109 Fairbanks, AK 99701-4596 0811-1149 Anchorage, AK 99504 (907) 451-2890 STATE OF ALASKA	 Newspaper sales and delivery. Baby-sitting, handiwork and domestic employment in or about private homes. The entertainment industry, with an approved work permit from the Alaska Any work in an establishment that serves alcoholic beverages. 	
	(907) 451-2888 Alaska Occupational Safety and Health	 Wage & Hour Administration. <u>14 & 15 YEAR OLDS:</u> WHEN SCHOOL IS IN SESSION. Hours will be limited to a total of nine hours 5. Public messenger service. 6. Occupations in or about canneries, except office work. 7. Work performed in or about boilers, engine rooms or retorts. 0. Work performed in or about boilers, engine rooms or retorts. 	
	quires that employers must notify either AKOSH or OSHA within eight hours of an in-patient hospitalization, loss of an eye, amputation, or fatality. AKOSH 1-800-770-4940 or 24-hour OSHA hotline 1-800-321-6742 Rev. November 2024	 8. Work involved with maintenance or repair of the establishment's machines or equipment. 9. Occupations that involve working from windowsills, ladders, scaffolds or their substitutes. 	
		 DURING SCHOOL VACATIONS. Work hours will be limited to 40 hours per week between the hours of 5 a.m. and 9 p.m. 10. Occupations handling or operation of power-driven food slicers, grinders, choppers, cutters and bakery type mixers. 11. Work in freezers, meat coolers, or preparation of meat for sale. 	
	EMERGENCY INFORMATION	 MINORS 17 AND UNDER CANNOT BE EMPLOYED IN: 1. Occupations in manufacturing, handling or use of explosives. 2. Occupations of mater vehicle driver or helper (some limited restrictions) 12. Loading/unloading to or from trucks, railroad cars or conveyers. 13. Occupations in warehouses and storage except office and clerical work. 14. Occupations in vertices of mater vehicle driver or helper (some limited restrictions) 	
DOCTOR		 Occupations of motor vehicle driver of helper (some influed restrictions). Mining operations including coal. Logging or occupations in the operations of any sawmill, lathe mills, shingle mill or cooperage. Description of persons or property except office or sales work. BREAKS: 	
HOSPITAL	POLICE	 5. Operation of power-driven woodworking machines. 6. Occupations with exposure to radioactive substances and to ionizing radiation. An employee under 18 years of age who is scheduled to work six consecutive hours is entitled to a 30 minute break during the workday. A youth under 18 who works five consecutive hours is entitled to a 30 minute 	
FIRE DEPT.	OTHER	 7. Operation of elevators or other power-driven hoisting apparatus. 8. Operation of power-driven metal forming, punching and shearing machines. 9. Occupations involving slaughtering, meat packing, processing or rendering. 	
ALL FATALITIE	ES OR INJURIES RESULTING IN HOSPITALIZATION MUST BE REPORTED IMMEDIATELY (WITHIN 8 HOURS) TO THE ALASKA DEPARTMENT OF	 11. Occupations involved in the operation and cleaning of power-driven bakery machines. 11. Occupations involved in the operation of power-driven paper products If the employer has a restaurant designation and is licensed to sell alcohol, then all minors 17 years of age must also have an approved work permit. 	
	LABOR AND WORKFORCE DEVELOPMENT, DIVISION OF LABOR STANDARDS AND SAFETY AT: 1-800-770-4940 OR TO THE OSHA 24-HOUR HOT LINE AT 1-800-321-6742	 machines. 12. Occupations involved in the manufacture of brick, tile and kindred products. 13. Occupations involved in the operation and cleaning of circular saws, band 	
	(AS 18.60.058(a))	saws and quilloting shares	
Tola	(AS 18.60.058(a)) 1111 W. 8 th St. 675 Seventh Avenue 1251 Muldoon Road Suite 304 Station J1 Suite 109	saws, and guillotine shears. 14. Occupations involved in wrecking, demolition and shipwrecking operations. 15. Occupations involved in roofing operations. 16. Occupations involved with organizations operations. 16. Occupations involved with organizations operations.	
ALASKA DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT	(AS 18.60.058(a)) 1111 W. 8 th St. 675 Seventh Avenue 1251 Muldoon Road	 saws, and guillotine shears. 14. Occupations involved in wrecking, demolition and shipwrecking operations. 15. Occupations involved in roofing operations. 16. Occupations involved with excavation operations. 17. Electrical work with voltages exceeding 220, or outside erection or repair and meter testing including telegraph and telephone lines. 18. Occupations involved with excavation operations. 19. Occupations involved with excavation operations. 19. Occupations involved with excavation operations. 19. Occupations involved with operations of the environment of persons under the age of 21 from working in any and all branches of the cannabis/marijuana industry, including but not limited to planting, cultivating, harvesting, processing, packaging, 	
ALASKA DEPARTMENT OF LABOR	(AS 18.60.058(a)) 1111 W. 8 th St. 675 Seventh Avenue 1251 Muldoon Road Suite 304 Station J1 Suite 109 P. O. Box 111149 Fairbanks, AK 99701-4593 Anchorage, AK 99504 Juneau, AK 99811-1149 Phone: (907) 451-2890 Phone: (907) 269-4940 Rev 2/2018 Rev 2/2018	 saws, and guillotine shears. 14. Occupations involved in wrecking, demolition and shipwrecking operations. 15. Occupations involved in roofing operations. 16. Occupations involved with excavation operations. 17. Electrical work with voltages exceeding 220, or outside erection or repair and meter testing including telegraph and telephone lines. 18. Occupations involved in canvassing, peddling, solicitation of door-to-door contributions, or acting as an outside salesman. of their employment. 15 AAC 160.480(b) prohibits the sale of pull-tabs by anyone under the age of 21. MARIJUANA & CANNABIS INDUSTRY: AS 17.38.070 restricts the employment of persons under the age of 21 from working in any and all branches of the cannabis/marijuana industry, including but not limited to planting, cultivating, harvesting, processing, packaging, transporting or selling. 	
ALASKA DEPARTMENT OF LABOR	(AS 18.60.058(a)) 1111 W. 8 th St. Suite 304 P. O. Box 111149 Juneau, AK 99811-1149 Phone: (907) 465-4855 EMPLOYER'S NOTICE OF INSURANCE	 saws, and guillotine shears. 14. Occupations involved in wrecking, demolition and shipwrecking operations. 15. Occupations involved with excavation operations. 16. Occupations involved with excavation operations. 17. Electrical work with voltages exceeding 220, or outside erection or repair and meter testing including telegraph and telephone lines. 18. Occupations involved in canvassing, peddling, solicitation of door-to-door contributions, or acting as an outside salesman. ADDITIONAL RESTRICTIONS FOR 14 & 15 YEAR OLDS: 1. Occupations in manufacturing, mining or processing, including workrooms or places where goods are manufactured, mined or otherwise processed. 	
ALASKA DEPARTMENT OF LABOR	(AS 18.60.058(a)) 1111 W. 8 th St. Suite 304 P. O. Box 111149 Juneau, AK 99811-1149 Phone: (907) 465-4855 Phone: (907) 451-2890 Phone: (907) 269-4940 Rev 2/2018	 saws, and guillotine shears. 14. Occupations involved in wrecking, demolition and shipwrecking operations. 15. Occupations involved in roofing operations. 16. Occupations involved with excavation operations. 17. Electrical work with voltages exceeding 220, or outside erection or repair and meter testing including telegraph and telephone lines. 18. Occupations involved in canvassing, peddling, solicitation of door-to-door contributions, or acting as an outside salesman. ADDITIONAL RESTRICTIONS FOR 14 & 15 YEAR OLDS: 1. Occupations in manufacturing, mining or processing, including workrooms 	

UNEMPLOYMENT INSURANCE



As an employee of this company, you are covered by Unemployment Insurance (UI). The UI program is administered by the Division of Employment and Training Services of the Alaska Department of Labor and Workforce Development.

The purpose of UI is to provide partial replacement of wages between jobs. If a business has to reduce wages or hours, or temporarily lay off workers, UI gives workers financial security and temporary buying power so they can remain in the community. This, in turn, helps employers keep their trained work force. UI payments protect the economy in Alaska's communities until unemployed workers are reemployed. UI helps to reduce the family and community problems caused by layoffs or a lack of jobs.

NOTICE TO EMPLOYEES

- bed under
- ed guide kdays so
- nd hours, dispatch
- for longer

- people 12 hours orkweeks



SEXUAL HARASSMENT

Adjusting Company

Street and Number		City	
State	Zip Code	Telephone	
	This insurance pays benefits for job-connecte	ed injuries, illnesses or death as provided by the Alaska Workers' C	Compensation Act
Employer			
Ву			
Title			
Witness			
Witness			
	State Employer By Title Witness	State Zip Code This insurance pays benefits for job-connected Employer By Title Witness	State Zip Code Telephone This insurance pays benefits for job-connected injuries, illnesses or death as provided by the Alaska Workers' (Employer By Title Witness

Immediately (not later than 30 days from injury or death date) give your employer and the Alaska Workers' Compensation Division written notice of a job-related injury, illness, or death. Get the "Report of Occupational Injury or Illness" form from your employer for this purpose. If you have questions about your rights or benefits under the Alaska Workers' Compensation Act, contact the insurer at the above address and the Alaska Workers' Compensation Division at the nearest office listed below:

ANCHORAGE	FAIRBANKS	
3301 Eagle Street, Suite 304	675 7th Avenue, Station K	
Anchorage, AK 99503	Fairbanks, AK 99701-4586	
(907) 269-4980	(907) 451-2889	

JUNEAU PO Box 115512 1111 W 8th St Room 305, Juneau, AK 99811-5512 (907) 465-2790

NOTICE TO EMPLOYER: AS 23.30.060 requires that you post this notice in three conspicuous places on the employer's premises.

Form 07-6120 (Revised 05/2012)

Under The Alaska Human Rights Law and (AS 18.80.220) Title VII of the Federal Civil Rights Act, **SEXUAL HARASSMENT IS ILLEGAL.**

If you have experienced:

• Unwelcome Sexual Advances;

Request for Sexual Favors;

· Sexual comments or conduct that interferes with your work or creates a hostile work environment; or

• Your employer has made decisions about your job based on whether you accepted or rejected sexual advances, comments, or conduct,

You may be the victim of sexual harassment. If you believe you may have been sexually harassed, contact the Alaska Human Rights Commission. Statutes of limitation apply.

Retaliation for Complaining About Sexual Harassment is UNLAWFUL.

It is illegal for your employer to fire you or to take other actions against you because you report or oppose sexual harassment.



Alaska State Commission for Human Rights 1901 Bragaw St, Suite 300, Anchorage, AK 99508 Toll Free: 800-478-4692 In Anchorage: 274-4692 https://humanrights.alaska.gov/