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EEOC RELEASES UPDATED “KNOW YOUR RIGHTS” POSTER

On October 19, 2022, the U.S. Equal Employment Opportunity Commission (EEOC), which enforces federal laws prohibiting employment discrimination, released an updated “Know Your Rights” poster that replaces the previous “EEO is the Law” poster. Federal law requires covered employers to prominently display the poster at their work sites and authorizes fines for noncompliance.

A number of the laws that the EEOC enforces require covered employers to post a notice describing the federal laws prohibiting job discrimination. The EEOC’s poster summarizes these laws and explains that employees or applicants can file a charge if they believe they have experienced discrimination, including discrimination based on:

- Race, color, national origin, religion, and sex (including pregnancy and related conditions, sexual orientation, or gender identity)
- Disability
- Age (40 and older)
- Equal pay
- Genetic information (including family medical history or testing)
- Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding

The new poster adds a QR code for digital access to instructions on filing a charge, and it clarifies that harassment is a prohibited form of discrimination.

The EEOC’s updated poster should be placed in a conspicuous location in the workplace where notices to applicants and employees are customarily posted. In addition to a physical posting, covered employers are encouraged to post a notice digitally on their websites. In most cases, electronic posting supplements the physical posting requirement. However, in some situations (for example, for employers without a physical location or for employees who work remotely and do not visit the employer's workplace on a regular basis), electronic posting may be the only posting. Employers should also post notices in a location accessible to applicants and employees with disabilities that limit mobility.

The poster is available in English and Spanish and will be available in additional languages at a later date.

For more information, please visit www.eeoc.gov or reach out to [Tara Stingley](#) or another member of the [Cline Williams’ Labor and Employment Law Section](#) at www.clinewilliams.com.

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