

LEGAL UPDATE

EEOC Updates Workplace Poster

On Oct. 19, 2022, the Equal Employment Opportunity Commission (EEOC) issued a new poster titled “[Know Your Rights](#),” which updates and replaces the previous “EEO is the Law” poster. Under the Title VII of the Civil Rights Act (Title VII), the Americans with Disabilities Act (ADA) and other laws enforced by the EEOC, employers with 15 or more employees must prominently display the new poster at their work sites.

Background

Laws enforced by the EEOC generally prohibit employment discrimination based on certain protected traits, including race, color, religion, national origin, sex, disability and age. These laws also require employers to display a workplace poster that describes their prohibitions and requirements.

Updates in New Poster

The new “Know Your Rights” poster includes the following differences from the previous version:

- Uses more straightforward language and formatting;
- Notes that harassment is a prohibited form of discrimination;
- Clarifies that sex discrimination includes discrimination based on pregnancy and related conditions, sexual orientation or gender identity;
- Adds a QR code for applicants or employees to [link directly](#) to instructions on how to file a charge of workplace discrimination with the EEOC; and
- Provides information about equal pay laws for federal contractors.

Poster Display Requirements

Employers must place the new poster in a conspicuous location in the workplace where notices to applicants and employees are customarily posted. The EEOC also encourages employers to post the notice on their websites. In most cases, electronic posting should be in addition to a physical posting. However, an electronic poster may be the only one if there is no physical workplace, if employees work from home and in similar situations.

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Important Information

New EEOC Poster

Employers subject to federal equal employment opportunity (EEO) laws must replace their current EEO posters with new versions released by the EEOC on Oct. 19, 2022.

Poster Updates

The new poster aims to make it easier for employers to understand their legal responsibilities and for workers to understand their legal rights and contact EEOC for assistance.

Employers must replace their “EEO is the Law” posters with a new version titled “Know Your Rights.”