



NEW MANDATORY EEOC WORKPLACE POSTER

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The U.S. Equal Employment has released a new mandatory workplace poster that must be posted in office spaces as soon as practicable. The new poster called “Know Your Rights” replaces the old “EEO is Law” poster, which may be discarded.

The new poster includes several updates from the older version. Some of the main changes are:

- Clarification that sex discrimination includes discrimination based on pregnancy and related conditions, sexual orientation, or gender identity;
- Identifies harassment as a prohibited form of discrimination;
- Provides information about equal pay discrimination for federal contractors; and
- Uses more straightforward language and formatting.

The poster also includes a QR code for employees with a smartphone or other compatible devices to quickly access the EEOC’s website on how to file a charge of employment discrimination.

Employers who fail to post the new Know Your Rights poster could face noncompliance penalties from the EEOC. Therefore, contractors must take the time to update their posters as soon as possible.

On October 25, 2022, the EEOC distributed an FAQ stating that employers should remove the old poster and display the new one “within a reasonable amount of time” but did not provide a specific deadline.

The agency recommends that employers post the new flyer in a conspicuous place where employees will see it, such as in a break room or near the time clock. Covered employers should also consider posting an online notice on their website for remote or hybrid workers.

The new poster may be downloaded here:

https://www.eeoc.gov/sites/default/files/2022-10/22-088_EEOC_KnowYourRights_10_20.pdf

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