

EEOC Issues Updated “Know Your Rights” Poster

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Source: Saiber Employment Law Alert

The U.S. Equal Employment Opportunity Commission (EEOC) recently released the [“Know Your Rights”](#) poster, which updates and replaces the previous “EEO is the Law” poster. The new poster provides guidance on federal anti-discrimination laws in the workplace. Covered employers **are required** to prominently display the new poster at their work sites.

Similar to the previous poster, the new poster provides details on federal law that prohibits job discrimination based on the following:

- Race, color, sex (including pregnancy and related conditions, sexual orientation, or gender identity), national origin, religion,
- Age (40 and older),
- Equal pay,
- Disability, and
- Genetic information (including family medical history or genetic tests or services).

The new poster differs from the previous version by using plain language and bullets, making it easier for employers to understand their legal responsibilities and for workers to understand their legal rights and how to contact EEOC for assistance.

The new poster also includes the following changes:

- Expressly states 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 fast digital access to the “How to file a charge” webpage; and
- Provides information about equal pay discrimination for federal contractors.

Employers should download and display the new poster ([download here](#)) and send a digital copy to employees who work remotely. If you have any questions about the new poster or any anti-discrimination laws, contact [DanaLynn Colao](#) of Saiber LLC’s Employment and Labor Law practice group.