

## **New Update to EEOC “Know Your Rights” Poster**

On October 19, the U.S. Equal Employment Opportunity Commission (EEOC) released a new “Know Your Rights” poster summarizing laws prohibiting job discrimination and explaining that employees or applicants can file a charge if they believe that they have experienced discrimination. The new poster replaces the prior “EEO is the Law” poster and shares information about discriminatory practices in a simplified, bullet-point format. Per the EEOC website, the new “Know Your Rights” poster includes these changes:

- Uses 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 fast digital access to the agency’s how to file a charge webpage;
- Provides information about equal pay discrimination for federal contractors.

All covered employers (those employers with 15 employees, or 20 employees for age discrimination claims) must be physically posted at the employers’ work site. The ADA requires that the notice be posted in an area accessible to individuals with mobility issues. Further, it is recommended that employers supplement the physical posting with a conspicuous digital notice on their website.

A PDF copy of the poster can be found [here](#):