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EEOC Updates “Know Your Rights” Poster

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The U.S. Equal Employment Opportunity Commission (EEOC) has just announced the release of the updated poster, “Know Your Rights: Workplace Discrimination is Illegal.” Employers are legally required to display this poster in “a conspicuous location in the workplace where notices to applicants and employees are customarily posted” or face possible penalties.

The newly updated “Know Your Rights” poster:

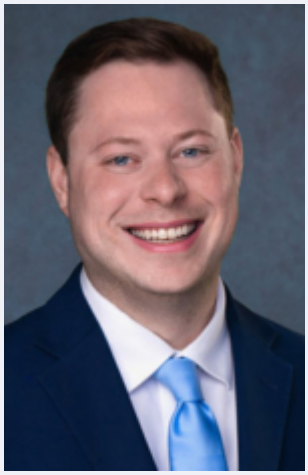
- Uses streamlined language and formatting;
- Notes that harassment is a prohibited form of discrimination;
- Clarifies that sex discrimination includes discrimination based on pregnancy and related conditions, sexual orientation, or gender identity;
- Adds a QR code for fast digital access to the EEOC’s “How to File a Charge” webpage; and
- Provides information about equal pay discrimination for federal contractors.

There is currently no stated deadline for mandatory replacement. However, employers should change their postings as soon as possible.

The updated poster can be found below, and more information from the EEOC can be found here.

If you have any questions regarding this poster requirement or any other employment-related poster which employers are required to display, please contact one of Knox Law's Labor & Employment attorneys.

- 2022 EEOC Know Your Rights Poster



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