



EEOC UPDATE

U.S. Equal Employment Opportunity Commission News

OCTOBER - 2022

EEOC Updates Mandatory "Know Your Rights" Poster

Last week, the Equal Employment Opportunity Commission (EEOC) published an updated poster entitled "Know Your Rights: Workplace Discrimination is Illegal." The poster replaces the earlier "EEO is the Law" poster. Covered employers must display the poster at worksites, and employers holding federal contracts or subcontracts must include a second page, which details specific protections for those companies doing business with the Federal Government.

The new required poster simplifies language, states that harassment is a prohibited form of discrimination, clarifies that sex discrimination includes actions based on pregnancy and related conditions, as well as sexual orientation or gender identity; and provides information about equal pay discrimination. Additionally, the new poster includes a QR code for access to the EEOC's webpage on how to file a charge. The poster is available in English and Spanish and will be available in other languages at a later date.

The poster must be placed in a conspicuous location available to applicants and employees. Covered employers are encouraged to post the notice digitally on websites.

While the EEOC has not yet announced a deadline to replace the older poster, covered organizations and employers are highly encouraged to swap out their posters as soon as possible to ensure compliance and avoid fines.

Have questions about this new EEOC requirement or other Labor & Employment issues?

The attorneys at Sulloway & Hollis are here to assist if you have questions regarding these changes. To discuss, please call Attorney Chris Pyles at (603) 223-2834 or Attorney William Pandolph at (603) 223-2800 or email questions to info@sulloway.com.



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