

## CLIENT ALERTS & PUBLICATIONS

### EEOC ISSUES UPDATED “KNOW YOUR RIGHTS” POSTER

Publication

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The Equal Employment Opportunity Commission (EEOC) has unveiled an updated “Know Your Rights” poster, replacing the previous “EEO is the Law” poster.

Under Title VII, employers with 15 or more employees are required to post notices in the workplace summarizing civil rights workplace protections and providing information about filing charges with the EEOC. The notices must either be prepared or approved by the EEOC, and must be posted in conspicuous places where notices to applicants and employees are routinely posted. Employers are also encouraged, but in most cases not required, to make electronic versions of the poster available in a prominent location on company intranet sites. For employers with an entirely remote workforce, electronic posting may be the only form of posting required.

To assist employers with fulfilling the posting requirement, the EEOC periodically updates posters containing the necessary information. The new “Know Your Rights” poster again provides information about discrimination based on various protected categories but now clarifies that harassment is a form of unlawful discrimination, and that discrimination based on pregnancy and related conditions, sexual orientation, or gender identity are forms of prohibited sex discrimination.

Currently, the updated poster is available on the EEOC’s website for download in English. Versions in additional languages may be available later. Employers may satisfy Title VII’s posting requirement by printing and posting the new “Know Your Rights” poster.

A full copy of the EEOC’s announcement is available [here](#).

Nemeth Law P.C. will continue to monitor changes to employer posting requirements. Feel free to contact any Nemeth Law P.C. attorney with your questions.