EEOC Issues New Mandatory Workplace Discrimination "Know Your Rights"• Poster

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The Equal Employment Opportunity Commission (EEOC) has issued a new mandatory "Know Your Rights: Workplace Discrimination is Illegal" poster. Click here to download the new mandatory EEOC Workplace Discrimination poster.

A few things to note about this new poster:

1. This poster is much more user-friendly than the previous one, with its easy-to-read "bullet points of discrimination." There is even a convenient QR code which links employees (and applicants) to the EEOC's "How to File a Charge of Discrimination" webpage.
2. Note that as referenced in item #1 above, this poster should be posted where both employees and applicants can see it. So, the "employee breakroom" may not meet this requirement.
3. If you have remote workers, you also need to be sure they have a way to access this new poster.
4. The poster also should be posted where those with disabilities that limit their mobility can access it. So, again, if your "poster area" would be too high for someone in a wheelchair to see it, it is not going to be compliant.
5. The poster will be available on the EEOC website (www.eeoc.gov/poster) in the coming days in both English and Spanish. More languages will be added in the coming weeks.
6. Note also that there is a **second page** that all employers who are federal contractors and subcontractors must post.
7. The fine for not posting this new poster currently is $612 per violation.

Having a QR code with a link to the EEOC for all of your employees and applicants to use posted in all of your facilities should give covered employers those early Halloween goosebumps. So, if you have not conducted training in the areas described on this poster for your supervisors in 2022, doing so should definitely be on your "2023 HR New Year's Resolutions To-Do list." Happy (early) Halloween!

We Can Help

As always, if we can be of assistance with this or in any other labor and employment law matter, please feel free to contact Stacie Caraway or any other member of our Labor and Employment Law Practice Group.