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Client Alert: EEOC Releases Updated “Know Your Rights” Poster

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On October 19, 2022, the Equal Employment Opportunity Commission (“EEOC”) released an [updated “Know Your Rights” poster](#), which replaces the previous “EEO is the Law” poster. The [EEOC’s website](#) lists several versions of the poster, including versions in [English](#) and [Spanish](#). Employers must post the new poster in conspicuous locations where notices to employees and applicants for employment are customarily posted.

The new “Know Your Rights” poster includes the following changes:

- Streamlines language and formatting;
- Notes that harassment is a form of discrimination;
- Clarifies that discrimination is prohibited based on pregnancy status or related conditions, sexual orientation, or gender identity;
- Adds a QR code for digital access to instructions on how to file a charge with the EEOC;
- Provides information about equal pay discrimination for federal contractors.

The EEOC encourages employers to post the notice on their company website in addition to a physical location. For employers lacking a physical location or whose employees work solely on a remote basis, the website posting may be the only posting. Pursuant to the Americans with Disabilities Act (“ADA”), employers must also ensure that the notice is posted in a location and format that is accessible to applicants and employees with disabilities.

Employers should immediately post this new poster in all appropriate locations.