

# Electronic Alert

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## EEOC Releases Updated “Know Your Rights” Poster

By Missy Oakley

Last week, the Equal Employment Opportunity Commission (EEOC) released a new, updated poster titled “Know Your Rights: Workplace Discrimination is Illegal” to replace the “EEO is the Law” poster.

The new poster uses plain language and is formatted to make it easier for employers to understand their responsibilities and for employees to understand their rights regarding employment discrimination under federal law. Covered employers, which includes most private employers, state and local governments, educational institutions, employment agencies, and labor organizations, are required to display the poster in the workplace.

The poster should be placed in a conspicuous location where notices to applicants and employees are customarily posted. Printed notices should be available in a location that is accessible to applicants and employees with disabilities that limit their mobility. Printed notices should also be available, as needed, in a format that is accessible to persons with disabilities that limit their ability to see or read.

Employers are also encouraged to post the notice digitally in a conspicuous location on their websites. In most cases, posting the notice digitally will be in addition to the physical posting requirement. However, in some cases, the digital notice may be the only posting. Employers with employees who work remotely and who do not work at the physical workplace on a regular basis, or employers without a physical workplace, will want to ensure they post the notice digitally.

Employers can find all versions of the new, updated poster [here](#). In addition to the digital and printable versions of the poster, the EEOC has also made available a PDF version that is optimized for screen readers. For now, the poster is only available in English and Spanish, but translations in additional languages are forthcoming. For employers who downloaded the poster the first day it became available, the EEOC released a revised version on October 20 that replaced and superseded the October 19 version.

The EEOC has not stated the deadline to display the new poster, but employers are encouraged to update their posting now.

*For any questions on current poster requirements, contact Missy Oakley at 503-276-2122 or [moakley@barran.com](mailto:moakley@barran.com).*