

EEOC REVISES ITS “EEO IS THE LAW” POSTER

Employers Should Immediately Replace Outdated Posters

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Federal law requires employers to post notices in workplaces informing individuals of their rights under various federal employment laws. This notice must be posted prominently, where it can be readily seen by employees and applicants for employment, e.g., personnel office, work-out facility, lunchroom, or company bulletin board. The Equal Employment Opportunity Commission (EEOC) publishes a poster for employers to use to achieve compliance with this federal law. This poster was recently revised by the EEOC to reflect current federal employment discrimination law (including the Americans with Disabilities Act Amendments Act of 2008) and to add information about the Genetic Information Nondiscrimination Act of 2008 (GINA), which became effective November 21, 2009.

Under GINA, it is now illegal for employers to discriminate against employees or applicants based on genetic information. Genetic information includes not only information about an individual's genetic test and the genetic tests of an individual's family members, but also information about any diseases, disorders, or conditions suffered by an employee or applicant's family member. The revised poster also includes updates from the Department of Labor. This posting requirement applies to most private and public employers, including labor unions and employment agencies.

The new poster can be found at the following link: <http://www1.eeoc.gov/employers/poster.cfm>.

If you have any questions about this e-alert or any related matters, please feel free to contact a member of Devine Millimet's Labor and Employment Practice Group.

The Devine, Millimet & Branch Labor, Employment and Employee Benefits Group offers this free Friday E-Mail Alert service to provide information on recent developments in labor, employment and employee benefits law. If you have any questions about this e-mail, or if you know of anyone else who may be interested in receiving these alerts, please send us an e-mail at employment@devinemillimet.com.

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