



POOL/PACT

“Know Your Rights: Workplace Discrimination is Illegal” Poster, revised 10-20-22

Human Resources

The Power of the POOL

The Equal Employment Opportunity Commission (EEOC) has released a new “Know Your Rights: Workplace Discrimination is Illegal” poster, which replaces the previous “EEO is the Law” poster. Federal law requires that covered employers display the poster prominently in the workplace where notices to applicants and employees are customarily posted. The EEOC does not provide a deadline by which the new poster should be displayed but suggests employers should make the update within a “reasonable amount of time.” [Visit the EEOC website](#) for more information and to download a [copy of the new poster](#).

The new “Know Your Rights” poster includes these changes:

- Uses straightforward language and formatting;
- Notes that harassment is a prohibited form of discrimination;
- Clarifies that sex discrimination includes discrimination based on pregnancy and related conditions, sexual orientation, or gender identity;
- Adds a QR code for fast digital access to the “how to file a charge” webpage; and
- Provides information about equal pay discrimination for federal contractors.

If you have any questions, please contact your HR Business Partner.