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LABOR & EMPLOYMENT DEPARTMENT

ALERT

NEW EEOC WORKPLACE POSTER

By Steven K. Ludwig

The Equal Employment Opportunity Commission (EEOC) has revised its "Equal Employment Opportunity Is the Law" poster. The new workplace notice that employers covered by federal anti-discrimination laws must post reflects the requirements of the new Genetic Information Nondiscrimination Act (GINA) and the changes made by the Americans with Disabilities Act Amendments Act that took effect on Jan. 1, 2009.

The EEOC enforces laws that apply to employers with 15 or more employees. These laws require an employer to conspicuously post notices describing the federal laws prohibiting job discrimination based on race, color, sex, national origin, religion, age, equal pay, disability and genetic information.

The revised workplace notice includes information regarding GINA's ban on employment discrimination based on an individual's genetic information. GINA

takes effect on Nov. 21, 2009. The revised poster also includes updates from the Department of Labor.

To comply with posting requirements under the federal civil rights laws, employers can download and print an "[EEO Is the Law](#)" poster supplement provided on the EEOC's web site and post the supplement alongside the EEOC's September 2002 edition of the poster. Alternatively, employers can download, print and post the new version of the "[EEO Is the Law](#)" poster.

The EEOC also provides posters in Arabic, Chinese and Spanish. Posters can be ordered at the EEOC's web site: <http://www.eeoc.gov>.

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