

**EEOC Releases Updated “Know Your Rights” Poster
October 25, 2022**

On October 19, the U.S. Equal Employment Opportunity Commission (EEOC) released the new “[Know Your Rights](#)” poster which updates and replaces the “EEO is the Law” poster. Employers with 15 or more employees will need to post the new Know Your Rights poster in the workplace. Although the EEOC has not given a compliance date, it makes sense to replace the current poster as soon as possible. If you have already replaced the new poster please make sure you have the revised version the EEOC released on October 20, the new version will show “Revised 10/20/2022” at the bottom of the last page of the poster.

The new poster contains the following changes:

- Uses simpler 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, and gender identity;
- Provides information about equal pay discrimination for federal contractors; and
- Includes a QR code that enables workers to use their smartphones or another compatible digital device to quickly access the EEOC's website on how to file a charge.

The EEOC encourages (but not requires) the new poster to be made digitally available on an employer’s website in a conspicuous location. This ensures the notice is available for employers without a physical location or for employees who work remotely.

If you have any questions regarding this alert please contact Peter Lowe at plowe@brannlaw.com.