

EEOC Releases Updated “Know Your Rights” Job Discrimination Poster

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The U.S. Equal Employment Opportunity Commission recently updated its poster describing federal laws prohibiting job discrimination.

Covered employers should remove the now outdated “EEO Is the Law” poster and replace it with the updated “Know Your Rights” poster. The “Know Your Rights” poster has a revised date of October 20, 2022, on the bottom right-hand corner of the second page.

The new poster includes a QR code to make it easier for employees to file a charge of discrimination. The agency also touts the new poster as easier to understand with features such as straightforward language, explanations that harassment is a form of discrimination and sex discrimination includes pregnancy, sexual orientation, and gender identity, and advises employees of federal contractors about equal pay rights.

The updated “Know Your Rights” poster is available in [English](#) and [Spanish](#). The PDF of the poster is optimized for screen readers. The EEOC will add more languages in the future.

Remember to physically place the poster in a prominent location where notices to applicants and employees are typically found in the employer’s workplace. Employers should also digitally post this notice as a supplement, or in the case where the employer does not have a physical location or has employees who telework, as a replacement for the physical posting.

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