

MANDATORY EEOC POSTER UPDATED

Employers are required by law to post notices describing the federal laws prohibiting job discrimination based on race, color, sex, national origin, religion, age, equal pay, disability and, as the result of a recently enacted law, genetic information. EEOC has revised its “Equal Employment Opportunity is the Law” poster. This new version reflects current federal employment discrimination law (including the Americans with Disabilities Act Amendments Act of 2008). The poster was revised to add information about the Genetic Information Nondiscrimination Act of 2008 (GINA), which prohibits discrimination on the basis of genetic information and is effective November 21, 2009. The revised poster also includes updates from the Department of Labor. EEOC's poster is available in English, Arabic, Chinese, and Spanish from the EEOC website. You may print the poster or order up to 10 copies from the website.

Employers can comply with the law in three ways:

1. Print the supplement and post it alongside EEOC's September 2002 “EEO is the Law” poster or OFCCP's August 2008 “EEO is the Law” poster. The supplement can be found at:

http://www.eeoc.gov/employers/upload/eeoc_gina_supplement.pdf

2. Print and post the EEOC's November 2009 version of the “EEO is the Law” poster found at:

http://www.eeoc.gov/employers/upload/eeoc_self_print_poster.pdf

3. Order a new poster through the EEOC Clearinghouse at the address provided below. Please note that the EEOC poster is on backorder and will be shipped when the poster becomes available in the near future. The new poster will also be available in Spanish, Chinese, and Arabic before the GINA statute becomes effective on November 21, 2009.

For more information, contact B. Kevin Burgess or Jaclyn K. Semple at Watkinson Laird Rubenstein Baldwin & Burgess, P.C., at (541) 484-2277 in Eugene, (541) 673-5528 in Roseburg, or (541) 923-8767 in Redmond.

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