

Employers Must Display New "EEO Is the Law" Poster by November 21, 2009

The U.S. Equal Employment Opportunity Commission (EEOC) has revised its 2002 "EEO Is the Law" poster to update EEOC contact information and add information on the 2008 "Genetic Information Nondiscrimination Act" (GINA) and the "Americans with Disabilities Act Amendments." GINA prohibits employment discrimination on the basis of genetic information and restricts the acquisition and disclosure of genetic information.

The poster also includes legal changes applicable to employers holding federal contracts or subcontracts. Those changes revise the "Individuals with Disabilities" and "Vietnam Era, Special Disabled Veterans" sections and add a "Retaliation" section. Contact information for the Office of Federal Contract Compliance Programs (OFCCP) is also updated.

The poster is available in two forms. One is a supplement to be displayed with the EEOC's 2002 poster and, if applicable, the OFCCP's August 2008 poster. The second is the complete form, which replaces both the 2002 and 2008 posters. The poster is available in English, Arabic, Chinese and Spanish.

The supplement can be printed using the link http://archive.eeoc.gov/gina_supplement.pdf. The complete poster can be printed using the link http://archive.eeoc.gov/self_print_poster.pdf. Posters can also be ordered from the EEOC Clearinghouse at <http://archive.eeoc.gov/posterform.html>.

Private employers, as well as state and local governments, educational institutions and labor organizations, must display the poster or poster supplement by November 21, 2009.

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