

# EPSTEINBECKERGREEN | CLIENT ALERT

## Employers Must Update Workplace Posters

by Peter M. Panken and Susan Gross Sholinsky

November 2009

---

As a result of recent federal legislation, employers must update their workplace posters.

The United States Equal Employment Opportunity Commission (“EEOC”) has updated its “**EEO Is The Law**” poster to reflect certain changes to federal labor and employment law. Specifically: (i) a section pertaining to “genetics” has been added following passage of the Genetic Information Nondiscrimination Act (“GINA”), which generally prohibits discrimination on the basis of genetic information with respect to both health insurance and employment; (ii) the definition of “disability discrimination” has been clarified based on the American with Disabilities Act Amendments Act; (iii) the EEOC’s contact information has been updated; and (iv) certain changes that pertain to employers holding federal contracts or subcontracts have been added.

Employers may either obtain a supplemental poster for the EEOC’s prior **EEO Is The Law** poster, or may order the EEOC’s new **EEO Is The Law** poster. Orders can be placed directly through the EEOC’s Web site: <http://www1.eeoc.gov/employers/poster.cfm>. Alternatively, organizations that utilize a service that provides “all-in-one” posters should contact those services regarding an update.

If you have any questions regarding this Client Alert, please contact:

**Peter M. Panken**  
New York  
212-351-4840  
[Ppanken@ebglaw.com](mailto:Ppanken@ebglaw.com)

**Susan Gross Sholinsky**  
New York  
212-351-4789  
[Sgross@ebglaw.com](mailto:Sgross@ebglaw.com)

\* \* \*

*This document has been provided for informational purposes only and is not intended and should not be construed to constitute legal advice. Please consult your attorneys in connection with any fact-specific situation under federal law and the applicable state or local laws that may impose additional obligations on you and your company.*

© 2009 Epstein Becker & Green, P.C.

ATLANTA • BOSTON • CHICAGO • HOUSTON • LOS ANGELES • MIAMI  
NEW YORK • NEWARK • SAN FRANCISCO • STAMFORD • WASHINGTON, DC

Attorney Advertising

[www.ebglaw.com](http://www.ebglaw.com)

