

# Effective June, 27, 2023 - New Employee Workplace Posters “Know Your Rights: Workplace Discrimination Is Illegal”



## Know Your Rights: **Workplace Discrimination is Illegal**

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

### Who is Protected?

- Employees (current and former), including managers and temporary employees
- Union members and applicants for membership in a union
- Job applicants

### What Types of Employment Discrimination are Illegal?

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:

### What Organizations are Covered?

- Most private employers
- State and local governments (as employers)
- Educational institutions (as employers)
- Unions
- Staffing agencies

### What Employment Practices can be Challenged as Discriminatory?

All aspects of employment, including:

- Discharge, firing, or lay off
- Obtaining or disclosing

**By Sheri Smith, FACMPE**

Due to new rights granted under the Pregnant Workers Fairness Act (PWFA) and the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act), employers must display a new version of workplace posters.

The U.S. Department of Labor (DOL) recently released two new posters with additional information about the new laws. The posters broadly explain workers' rights under the Family and Medical Leave Act (FMLA) and the Fair Labor Standards Act (FLSA).

The U.S. Equal Employment Opportunity Commission (EEOC) has updated its “Know Your Rights: Workplace Discrimination Is Illegal” poster with the new information.

Employers **must** replace the August 2016 version with the April 2023 version, which can be printed from the EEOC’s website. The posters are available at this link <https://www.eeoc.gov/poster>, in English and other languages.

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