

NEW EEOC POSTER – ARE YOU COMPLIANT?
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The U.S. Equal Employment Opportunity Commission (EEOC) published a notice revising its “Equal Employment Opportunity is the Law” poster to reflect changes required by the employment provisions (Title II) of the Genetic Information Nondiscrimination Act (GINA), which becomes effective on Nov. 21, 2009.

The law requires an employer to post notices describing the Federal laws prohibiting job discrimination based on race, color, sex, national origin, religion, age, equal pay, disability and genetic information.

- The new poster can be found at <http://www1.eeoc.gov/employers/poster.cfm>.
- You can download the new poster from this web page or order a number of posters for your business.
- The new EEOC poster is available in Spanish, Chinese and Arabic.

Also, you may have a relationship with companies that alert you to changes in employment posting requirements and offer preprinted posters consolidating all required federal and state employment laws.

On November 21 your Federal Labor Law poster will need to be updated to include the new law under the Equal Employment Opportunity (EEO) Act concerning the Genetic Information Nondiscrimination Act of 2008 (GINA). All companies with 15 or more employees are required to update their EEO poster.

I encourage you to update your employee handbook and other Human Resource policies to incorporate language concerning GINA to comply with the new law and posting requirement.

(Title II) of the Genetic Information Nondiscrimination Act (GINA)

On May 21st, 2008, President Bush signed into law the Genetic Information Nondiscrimination Act (GINA).

- GINA protects Americans from discrimination based on information derived from genetic tests.
- It forbids insurance companies from discriminating through reduced coverage or pricing.
- GINA also protects the privacy of personal genetic information by prohibiting group health plans and insurers from collecting or requesting genetic information with narrow exceptions.
- GINA prohibits employers from discriminating against employees in hiring, firing or any other terms and conditions of employment based on a worker’s genetic information; and it prohibits employers from making adverse employment decisions based on a person’s genetic code.
- It bars employers from collecting or using their employees’ genetic information.
- GINA allows victims of genetic information discrimination to bring their case to court.

Sources: SHRM.org and EEOC.gov