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## DW Update (41st Edition)

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## EEOC RELEASES UPDATED "KNOW YOUR RIGHTS" POSTER 美国公平就业机会委员会发布最新《了解你的权利》海报

On October 20, 2022, the U.S. Equal Employment Opportunity Commission ("EEOC") released the "Know Your Rights: Workplace Discrimination is Illegal!" poster ("Updated EEOC Poster"), which is an updated version of EEOC's previous "EEO is the Law" poster.

在2022年10月20日，美国公平就业机会委员会发布了《了解你的权利：工作场所歧视是非法的》海报。此海报是美国公平就业机会委员会之前颁布的《公平就业机会是法律》海报的更新版本。

EEOC enforces federal laws that protect employees, job applicants, union members, and its applicants from discrimination in employment. This Updated EEOC Poster summarizes federal laws prohibiting job discrimination and explains how protected individuals can file a complaint if they believe that they have experienced discrimination. Specifically, federal laws prohibit job discrimination based on race, color, sex (including pregnancy and related conditions, sexual orientation, or gender identity), national origin, religion, age (40 and older), equal pay, disability, or genetic information (including family medical history or genetic tests or services), and retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

美国公平就业机会委员会执行保护雇员、求职者、工会成员及其求职者免受就业歧视的联邦法律。这份更新后的海报总结了禁止工作歧视的联邦法律，并解释了如果受保护的个人认为遭受了歧视，他们可以如何提出投诉。具体而言，美国联邦法律禁止基于种族、肤色、性别（包括怀孕和相关条件、性别取向或性别认同）、国籍、宗教、年龄（40岁及以上）、同工同酬、残疾或遗传信息（包括家庭病史或基因测试或服务）的歧视以及禁止对提出指控、合理反对歧视或参与歧视诉讼、调查或程序而进行报复。

Employers covered by the EEOC laws are required to remove the previous poster and place the Updated EEOC Poster in a conspicuous location in the workplace, where notices to applicants and employees are customarily posted. In addition to physically posting, EEOC also encourages employers to post it on their websites in a conspicuous location, as a supplement to physical posting requirements, to inform remote employees of their rights under federal laws. Private employers with over 15 employees are covered by EEOC laws and are required to fulfill the posting requirements.

受联邦法律约束的雇主必须换下先前版本的海报，并且将此更新后的海报放置在工作场所的显眼位置，通常是公司张贴给员工和工作申请人通知的位置。除了在实体办公室张贴此更新后的海报之外，美国公平就业机会委员会还鼓励雇主将海报发布在公司网站显眼的地方，作为实体发布的补充方式，已告知远程工作的员工其在联邦法律下的权利。在美国拥有超过15名雇员的私有企业雇主将受联邦法律的保护，并且必须遵守海报的发布要求。

To access a copy of the Updated EEOC Poster, please click [here](#).

点击[此处](#)可以查看更新后的海报。

As always, if you should have any questions regarding the Updated EEOC Poster and related requirements, please do not hesitate to contact us.

与往常一样，如果您对更新后的海报和与其相关的要求有任何疑问，请随时与我们联系。

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