



Weekly Safety Tip

EEOC Requires New Worksite Poster



Know Your Rights:
Workplace Discrimination is Illegal



Regulatory Update: EEOC Requires New Worksite Poster

Employers also encouraged to communicate employee rights digitally.

Workplace Discrimination is Illegal . . . A new worksite poster on the civil rights of employees under federal law has been issued by the U.S. Equal Employment Opportunity Commission (EEOC).

Now called the “**Know Your Rights: Workplace Discrimination is Illegal**” poster, it was previously titled “EEO Is the Law” and is one of many such posters that are required by federal, state and sometimes municipal governments to be posted in breakrooms, lunchrooms, locker rooms and other places where employees gather and are able to read them with relative ease.

In addition, the Americans with Disabilities Act (ADA) requires that notices regarding federal laws that prohibit job discrimination be made available in a location that is accessible to applicants and employees with disabilities that limit mobility.

The new version of the poster shares information about discrimination based on race, color, sex, age (40 and older), equal pay, disability, and genetic information (including family medical history or genetic tests or services). It also addresses the issue of retaliation for filing a charge, reasonably opposing discrimination, and participating in a discrimination lawsuit, investigation or proceeding.

You can find a copy of the new EEOC poster on [the agency's website](#).

Attorneys who represent employers in discrimination lawsuits took note of the agency's **latest innovation incorporated into the poster's design—a QR code that allows employees to download onto their smart phones information and forms for filing discrimination complaints with the agency.**

EEOC says the new “Know Your Rights” poster includes the following changes:

- It was designed to use more straightforward language and formatting to communicate the information.
- **Highlights that “harassment” is a prohibited form of discrimination.**
- It clarifies that sex discrimination includes discrimination based on pregnancy and related conditions, sexual orientation or gender identity.
- The new poster also provides information on equal pay discrimination issues relating to federal contractors.

In addition to physically posting this information, employers covered by federal civil rights laws are **encouraged by the commission to post the notice digitally on their websites in a conspicuous location.**

Failure to comply with EEOC's posting requirement may not only result in financial penalties (current maximum of \$612 and adjusted upward annually) but further compromise an employer's defenses to an EEOC claim.

There is currently no stated announced deadline for replacement. However, employers should swap out their postings as soon as possible. In most cases, electronic posting simply supplements the physical posting requirement, EEOC explains. In some situations (for example, for employers without a physical location or for employees who telework or work remotely and do not visit the employer's workplace on a regular basis), it may be the only posting.

Source Acknowledgement: EHS Today, November 04, 2022 by David Sparkman

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[Download Poster Here](#)

Weekly Safety Share



Christmas: One of the Most Dangerous Times of the Year...



Christmas: *One of the Most Dangerous Times of the Year . . .*

With the holiday season upon us, family and friends will be gathering in our homes as children anxiously await Christmas morning to see what awaits them under the tree.

Parents will recite *The Night Before Christmas* and Christmas and holiday music will fill the air, particularly Andy Williams' classic: “*It's the most wonderful time of the year*” or should we say: ***It's one of the most dangerous times of the year*!**?

Each year more than 18,000 individuals die due to home-related accidents and over 30 million of us end up visiting the emergency room due to what the Center for Disease Control & Prevention classifies as “unintentional injuries” (or accidents).

Of the top 10 causes of accidents, two are closely related to an activity many of us participate in during the holiday season: # 1 - **home decorating**.

Falls are the leading cause of unintentional injury in the U.S. Over 10 million individuals pay a visit to the emergency room every year due to falls. Of these, more than 90,000 receive treatment from ladder-related injuries that are due to individuals carrying items as they climb.

While common, ladder accidents are preventable – which is reassuring. But something else to consider is the heightened risk exposures that some individuals subject themselves to compared to their safety-inclined neighbors.

For instance, when working on a ladder, being **aware of one's surroundings** is key to completing the task safely. This is simple for those of us who naturally pay close attention to our environment, but some don't share this inclination.

So, as we put our Christmas lights up this holiday season, we should keep these ladder safety tips in mind as a quick checklist to preserve our personal safety:

1. **Ladder Placement.** Ensure the ladder is on firm and level ground. Don't place a ladder in front of an unlocked door that's not being guarded by someone.
2. **Use the Right Ladder for the Job.** Many ladder injuries occur due to ladders being too short for the job. Make sure your ladder is large enough for your task. If you must stand on one of the top two rungs to complete the task, it's not the right ladder.
3. **Unserviceable Ladders.** Ladders, like anything else, wear out over time. Many accidents occur due to broken or damaged ladders. Inspect the ladder prior to usage and ensure there is no damage before starting work.
4. **Incorrect Use.** Never use a ladder in any way other than its intended use. If you're using a step ladder or a dual-purpose ladder, all four legs should be on the ground. Also: ladders are typically designed for one person only, so if the job requires two people that generally means two ladders.
5. **Ladder Location.** Always position the ladder as close to where you'll be working as possible. Do not reach out or over-extend; if you can't reach your work area, it's time to reposition your ladder.
6. **3-Points-of-Contact.** Avoid carrying tools and other items when climbing. Ask for help: once you are in position, have someone assist you with completing your task.



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