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News Release

EEOC REQUIRES REVISED POSTING NOTICE

Source: JJ Keller – October 29, 2009

The "Equal Employment Opportunity is the Law" poster has been revised by the Equal Employment Opportunity Commission (EEOC). Current federal employment discrimination law is reflected in the new version, including the Americans with Disabilities Act Amendments Act of 2008 (ADAAA), which went into effect January 1, 2009. The poster was also revised to add information about the Genetic Information Nondiscrimination Act of 2008 (GINA), which is effective November 21, 2009. As a result of GINA, employers are prohibited from basing employment decisions on an individual's genetic information.

This revised notice must be posted by employers with 15 or more employees in conspicuous places where employees and applicants can see it.

Either placing a supplement alongside their current poster or posting a new revised notice will put employers in compliance with this requirement.