

Mass Workforce Issuance

Workforce Issuance No. 09-84

Policy Information

To: Chief Elected Officials
Workforce Investment Board Chairs
Workforce Investment Board Directors
Title I Administrators
Career Center Directors
Title I Fiscal Officers
DCS Regional Managers

cc: WIA State Partners

From: Michael Taylor, Director
Department of Workforce Development

Date: December 15, 2009

Subject: **New Equal Employment Opportunity Posters**

Purpose: To notify Local Workforce Investment Boards, One-Stop Career Center Operators and other local workforce investment partners of new Equal Employment Opportunity Posters that are required to be posted by most private employers, state and local governments as well as educational institutions, employment agencies and labor organizations.

Background: A suite of federal statutes protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), national origin, age, and having a disability. Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) protects applicants and employees from discrimination based on genetic information and also restricts employers' acquisition of and strictly limits disclosure of said information.

With the addition of nondiscrimination protection afforded applicants and employees under the GINA (effective as of November 21, 2009), the U.S. Equal Employment Opportunity Commission (EEOC) recently revised its "Equal Opportunity Is The Law" poster to reflect current federal employment antidiscrimination law. Copies of the new posters in English, Spanish, Chinese

and Arabic are attached. Also attached are copies of the EEOC supplement to its September 2002: “EEO is the Law” poster in all four of the languages. If the supplement is to be posted, it must be displayed directly adjacent to the corresponding primary “Equal Opportunity Is The Law” poster.

Action

Required: As public and/or private employers, operators of Massachusetts’ One-Stop Career Centers are required to prominently display the new EEOC posters in areas appropriate to employees and potential applicants. Copies of the new posters in English, Spanish, Arabic and Chinese are attached. Also attached are copies (in all four languages) of the EEOC supplement to its September 2002: “EEO is the Law” poster. If the supplement is to be posted, it must be displayed directly adjacent to the primary “Equal Opportunity Is The Law” poster.

NOTE: The local area may use discretion in displaying the poster(s) from among the four language choices currently available through the EEOC.

Effective: Immediately

Inquiries: Please direct all questions to your organizations’ HR department or to Brenda Garza, U.S. Equal Employment Opportunity Commission at 214-253-2883. A supply of 10 or more copies of the poster can be ordered directly from the EEOC at: <http://www1.eeoc.gov/employers/poster.cfm>.

Attachments: Attachment A: “Equal Opportunity Is The Law” poster (English)
Attachment B: “EEO is the Law” Poster Supplement (English)
Attachment C: “Equal Opportunity Is The Law” poster (Spanish)
Attachment D: “EEO is the Law” Poster Supplement (Spanish)
Attachment E: “Equal Opportunity Is The Law” poster (Chinese)
Attachment F: “EEO is the Law” Poster Supplement (Chinese)
Attachment G: “Equal Opportunity Is The Law” poster (Arabic)
Attachment H: “EEO is the Law” Poster Supplement (Arabic)