



“Know Your Rights: Workplace Discrimination is Illegal” Poster

The law requires an employer to post a notice describing the Federal laws prohibiting job discrimination based on race, color, sex (including pregnancy and related conditions, sexual orientation, or transgender status), 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. Title VII of the Civil Rights Act of 1964 imposes a monetary penalty for covered employers who fail to post these notices. The penalty, currently \$680, is adjusted annually for inflation as required by law.

The “Know Your Rights: Workplace Discrimination is Illegal” poster, prepared by the U.S. Equal Employment Opportunity Commission (EEOC), summarizes these laws and explains how employees or applicants can file a complaint if they believe that they have experienced discrimination.

These posters should be placed in a conspicuous location in the workplace where notices to applicants and employees are customarily posted. In addition to physically posting, covered employers are encouraged to post the notice digitally on their web sites in a conspicuous location. In most cases, electronic posting supplements the physical posting requirement. 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.

The Americans with Disabilities Act (ADA) requires that notices of Federal laws prohibiting job discrimination be made available in a location that is accessible to applicants and employees with disabilities that limit mobility.

Printed notices should also be made available in an accessible format, as needed, to persons with disabilities that limit the ability to see or read. Notices can be recorded on an audio file, provided in an electronic format that can be utilized by screen-reading technology or read to applicants or employees with disabilities that limit seeing or reading ability.

The Pregnant Workers Fairness Act (PWFA) is in effect June 27, 2023. Employers should ensure posted materials have the correct materials which are dated in the bottom right corner. For more information about the PWFA, visit our webpage **[“What You Should Know About the Pregnant Workers Fairness Act \(https://www.eeoc.gov/wysk/what-you-should-know-about-pregnant-workers-fairness-act\).”](https://www.eeoc.gov/wysk/what-you-should-know-about-pregnant-workers-fairness-act)**

For screen readers / electronic posting

- **[“Know Your Rights: Workplace Discrimination is Illegal - Optimized for Screen Readers \(https://www.eeoc.gov/sites/default/files/2023-06/22-088_EEOC_KnowYourRights6.12ScreenRdr.pdf \)”](https://www.eeoc.gov/sites/default/files/2023-06/22-088_EEOC_KnowYourRights6.12ScreenRdr.pdf)** - PDF, Optimized for Screen Readers
- **[“Know Your Rights: Workplace Discrimination is Illegal \(https://www.eeoc.gov/after-june-27-2023-know-your-rights-workplace-discrimination-illegal\)”](https://www.eeoc.gov/after-june-27-2023-know-your-rights-workplace-discrimination-illegal)** - HTML
- **[“Know Your Rights: Workplace Discrimination is Illegal \(https://www.eeoc.gov/es/despues-del-27-de-junio-de-2023-conozca-sus-derechos-la-discriminacion-en-el-lugar-de-trabajo-es\)”](https://www.eeoc.gov/es/despues-del-27-de-junio-de-2023-conozca-sus-derechos-la-discriminacion-en-el-lugar-de-trabajo-es)** - HTML, Spanish

HTML-only versions of the poster are also available in the following languages:

- **[عربي \(Arabic\) \(https://www.eeoc.gov/ar/arf-hqwqk-altmyyz-fy-mkan-alml-ghyr-qanwny\)](https://www.eeoc.gov/ar/arf-hqwqk-altmyyz-fy-mkan-alml-ghyr-qanwny)**

- **简体中文 (Chinese Simplified)** (<https://www.eeoc.gov/zh-hans/lejienindequanli-zhichangqishishiweifade>)
- **繁體中文 (Chinese Traditional)** (<https://www.eeoc.gov/zh-hant/lejienindequanyi-gongzuochangsuoqishishifeifade>)
- **Kreyòl Ayisyen (Haitian Creole)** (<https://www.eeoc.gov/ht/konnen-dwa-ou-diskriminasyon-nan-travay-ilegal>)
- **한국어 (Korean)** (<https://www.eeoc.gov/ko/gwihai-gwonli-jigjang-nae-chabyeoleun-bulbeobibnida>)
- **Русском (Russian)** (<https://www.eeoc.gov/ru/znayte-svoi-prava-diskriminaciya-na-rabochem-meste-nezakonna>)
- **Tagalog (Tagalog)** (<https://www.eeoc.gov/fil/alamin-ang-iyong-mga-karapatan-ang-diskriminasyon-sa-lugar-ng-trabaho-ay-ilegal>)
- **Tiếng Việt (Vietnamese)** (<https://www.eeoc.gov/vi/nhan-biet-quyen-han-cua-ban-phan-biet-doi-xu-tai-noi-lam-viec-la-bat-hop-phap>)
- **Português (Portuguese)** (<https://www.eeoc.gov/pt-br/conheca-seus-direitos-discriminacao-no-local-de-trabalho-e-ilegal>)

For printing / posting in the workplace

- **“Know Your Rights: Workplace Discrimination is Illegal” poster** (https://www.eeoc.gov/sites/default/files/2023-06/22-088_EEOC_KnowYourRights6.12.pdf)
- **“Know Your Rights: Workplace Discrimination is Illegal” poster (Spanish)** (https://www.eeoc.gov/sites/default/files/2023-06/22-088_EEOC_KnowYourRightsSp6.12.pdf)
- **“Know Your Rights: Workplace Discrimination is Illegal” poster (Arabic)** (https://www.eeoc.gov/sites/default/files/2023-09/22-088_EEOC_KnowYourRights6.12%20-%20Arabic.pdf)
- **“Know Your Rights: Workplace Discrimination is Illegal” poster - 简体中文 (Chinese Simplified)** (<https://www.eeoc.gov/sites/default/files/2023->)

[09/22-088_EEOC_KnowYourRights%20-%20Simplified%20Chinese.pdf](https://www.eeoc.gov/sites/default/files/2023-09/22-088_EEOC_KnowYourRights%20-%20Simplified%20Chinese.pdf)

- **[“Know Your Rights: Workplace Discrimination is Illegal” poster - 繁體中文 \(Chinese Traditional\)](https://www.eeoc.gov/sites/default/files/2023-09/22-088_EEOC_KnowYourRights6.27%20-%20Chinese%20Traditional.pdf)** (https://www.eeoc.gov/sites/default/files/2023-09/22-088_EEOC_KnowYourRights6.27%20-%20Chinese%20Traditional.pdf)
- **[“Know Your Rights: Workplace Discrimination is Illegal” poster - Kreyòl Ayisyen \(Haitian Creole\)](https://www.eeoc.gov/sites/default/files/2023-09/22-088_EEOC_KnowYourRights6.12%20-%20Haitian%20Creole.pdf)** (https://www.eeoc.gov/sites/default/files/2023-09/22-088_EEOC_KnowYourRights6.12%20-%20Haitian%20Creole.pdf)
- **[“Know Your Rights: Workplace Discrimination is Illegal” poster - 한국어 \(Korean\)](https://www.eeoc.gov/sites/default/files/2023-09/22-088_EEOC_KnowYourRights6.12%20-%20Korean.pdf)** (https://www.eeoc.gov/sites/default/files/2023-09/22-088_EEOC_KnowYourRights6.12%20-%20Korean.pdf)
- **[“Know Your Rights: Workplace Discrimination is Illegal” poster - Русском \(Russian\)](https://www.eeoc.gov/sites/default/files/2023-09/22-088_EEOC_KnowYourRights6.12%20-%20Russian.pdf)** (https://www.eeoc.gov/sites/default/files/2023-09/22-088_EEOC_KnowYourRights6.12%20-%20Russian.pdf)
- **[“Know Your Rights: Workplace Discrimination is Illegal” poster - Tagalog \(Tagalog\)](https://www.eeoc.gov/sites/default/files/2023-09/22-088_EEOC_KnowYourRights%20-%20Tagalog.pdf)** (https://www.eeoc.gov/sites/default/files/2023-09/22-088_EEOC_KnowYourRights%20-%20Tagalog.pdf)
- **[“Know Your Rights: Workplace Discrimination is Illegal” poster - Tiếng Việt \(Vietnamese\)](https://www.eeoc.gov/sites/default/files/2023-09/22-088_EEOC_KnowYourRights6.12%20-%20Vietnamese.pdf)** (https://www.eeoc.gov/sites/default/files/2023-09/22-088_EEOC_KnowYourRights6.12%20-%20Vietnamese.pdf)

Audio Recordings

- **["Know Your Rights: Workplace Discrimination is Illegal" audio](https://www.eeoc.gov/sites/default/files/2023-06/Know%20Your%20Rights%20Poster%20ENG%20includes%20PWFA.mp3)** (<https://www.eeoc.gov/sites/default/files/2023-06/Know%20Your%20Rights%20Poster%20ENG%20includes%20PWFA.mp3>)
- **["Know Your Rights: Workplace Discrimination is Illegal" audio \(Spanish\)](https://www.eeoc.gov/sites/default/files/2023-06/Know%20Your%20Rights%20Poster%20SP%20includes%20PWFA.mp3)** (<https://www.eeoc.gov/sites/default/files/2023-06/Know%20Your%20Rights%20Poster%20SP%20includes%20PWFA.mp3>)

Other workplace posters

To obtain free copies of other federal required posters (**not** the “Know Your Rights: Workplace Discrimination is Illegal” poster) please contact:

U.S. Department of Labor

888-972-7332

U.S. Department of Labor Poster Page

(<https://www.dol.gov/general/topics/posters>)

See Also

Frequently Asked Questions About the Revised "Know Your Rights" Poster

(<https://www.eeoc.gov/frequently-asked-questions-about-revised-know-your-rights-poster>)