

# HR BRIEF

## EEOC Updates Workplace Poster

Recently, the Equal Employment Opportunity Commission (EEOC) issued a new poster titled "[Know Your Rights, Workplace Discrimination is Illegal](#)," which updates and replaces the previous "EEO is the Law" poster. Under the Title VII of the Civil Rights Act (Title VII), the Americans with Disabilities Act (ADA) and other laws enforced by the EEOC, employers with 15 or more employees must prominently display the new poster at their work sites. Laws enforced by the EEOC generally prohibit employment discrimination based on certain protected traits, including race, color, religion, national origin, sex, disability and age. These laws also require employers to display a workplace poster that describes their prohibitions and requirements."

### Employer Takeaways

The new "Know Your Rights" poster includes the following differences from the previous version:

- Uses more straightforward language and formatting;
- Notes that harassment is a prohibited form of discrimination;
- Clarifies that sex discrimination includes discrimination based on pregnancy and related conditions, sexual orientation or gender identity;
- Adds a QR code for applicants or employees to link directly to instructions on how to file a charge of workplace discrimination with the EEOC; and
- Provides information about equal pay laws for federal contractors.

Employers must place the new poster in a conspicuous location in the workplace where notices to applicants and employees are customarily posted. The EEOC also encourages employers to post the notice on their websites. In most cases, the electronic posting should be in addition to a physical posting. However, an electronic poster may be the only one if there is no physical workplace, if employees work from home and in similar situations.

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## 3 HR Trends to Monitor in 2023

HR responsibilities continue to be reimagined, and employers should expect changes to continue in the new year. Here are three HR trends to follow in 2023.

### 1. Increased Wages

There are more open jobs than people to fill them, and high inflation rates are impacting employees' pay expectations. Numerous reports show that companies are budgeting significant increases in wages in 2023. To compete, organizations are finding ways to offer more competitive compensation to meet employee demands.

### 2. Pay Transparency

An increasing number of states and localities have passed pay transparency requirements. In some cases, these require organizations to disclose salary amounts in job postings, but others require it only upon request. Although conditions will vary, many municipalities and states are poised to join the growing nationwide pay transparency movement. As a result, many U.S. employers feel pressured to provide salary information even when they are not required to do so. In 2023, more and more workers are likely to expect pay transparency, and this trend is top of mind for many organizations.

### 3. Well-being Focus

Between the pandemic, inflation and job duties, organizations are expected to take more responsibility for workers' well-being and help employees on a personal level. More employers will be considering a proactive approach. Benefits, perks and wellness programs may shift to being more holistic to account for mental, physical and financial well-being.

## Summary

Employers can get ahead of the game by monitoring the trends that will impact the workplace and resonate with the current workforce. Other HR trends to monitor in 2023 include skills-based hiring, a renewed focus on upskilling and advancements in HR technology. Reach out to Evolution of Benefits to learn more about any of these HR trends.