

LEGAL UPDATE



IMPORTANT INFORMATION

- As of June 27, 2023, the PWFA extends ADA accommodation rights to employees affected by pregnancy and related conditions.
- Employers with 15 or more employees must replace their current EEO posters with new ones that include information about the PWFA.
- New posters are now available and must be displayed on and after June 27, 2023.
- The new posters include [English](#) and [Spanish](#) versions for physical posting in the workplace, plus [PDF English](#), [HTML English](#), [HTML Spanish](#) versions for electronic posting

EEOC Issues New Posters With PWFA Updates for June 27, 2023, and After

The Equal Employment Opportunity Commission (EEOC) has issued new posters that include information about the Pregnant Workers Fairness Act (PWFA).

The PWFA, which amends the Americans with Disabilities Act (ADA), is **effective June 27, 2023**. Employers subject to the ADA should use the new EEOC posters on and after that date.

Covered Employers

The ADA and other laws enforced by the EEOC generally apply to employers with 15 or more employees. These laws prohibit discrimination against individuals based on certain protected traits, including disability, and require employers to display workplace posters describing their prohibitions and requirements.

Background

The last time the EEOC issued a new poster was on Oct. 19, 2022. That poster, titled "[Know Your Rights](#)," had been updated and replaced the previous one titled "EEO is the Law." The PWFA was then enacted two months later, on Dec. 29, 2022. Under the PWFA, employers that are subject to the ADA must provide reasonable accommodation for employees affected by pregnancy and related conditions and display new information.

New Posters for Use on and After June 27, 2023

The new "Know Your Rights" posters that are now available and required for use on and after June 27, 2023, include an [English version](#) and a [Spanish version](#) for **physical posting** in the workplace.

They also include the following for **electronic posting** on employer websites:

- [PDF English version, Optimized for Screen Readers](#);
- [HTML English version](#); and
- [HTML Spanish version](#).

Poster Display Requirements

Employers must place the new posters in conspicuous locations in the workplace where notices to applicants and employees are customarily posted.

The EEOC also encourages employers to display the notices on their websites. In most cases, 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. For example, this may be the case for employees who work from home or in similar situations.