

DECEMBER 2009

Employers Must Update Their EEO Posters

Employers with 15 or more employees must now update the information they post regarding discrimination laws to include information about the newly enacted Genetic Information Non-Discrimination Act of 2008 (GINA). GINA prohibits employers from discriminating against employees on the basis of genetic information, and from requesting genetic information from employees. “Genetic information” is broadly defined to include information about (1) an individual’s genetic tests, (2) the genetic tests of an individual’s family members, and (3) the manifestation of a disease or disorder in a family member.

The Equal Employment Opportunity Commission has revised its “Equal Employment Opportunity is the Law”

poster to reflect these new changes. The poster is available at: <http://www1.eeoc.gov/employers/poster.cfm>. Employers should also review their handbooks to ensure that their EEO policies prohibit discrimination against employees on the basis of genetic information, and that employers do not request any such information from employees.

QUESTIONS OR ASSISTANCE?

If you have any questions about this posting requirement or the legislation itself, please contact Eric Lubochinski at 203-324-8154 or Henry Zaccardi at 860-251-5737.

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One Constitution Plaza
Hartford, CT 06103-1919
860-251-5000

300 Atlantic Street
Stamford, CT 06901-3522
203-324-8100

289 Greenwich Avenue
Greenwich, CT 06830-6595
203-869-5600

12 Porter Street
Lakeville, CT 06039-1809
860-435-2539

www.shipmangoodwin.com