



COMPLIANCE BULLETIN

HIGHLIGHTS

- The EEOC and other federal agencies must adjust maximum penalties for inflation each year.
- The EEOC increased the maximum penalty for notice posting violations by 150 percent, to \$525.
- The increase only applies to penalties issued after the July 5, 2016, effective date.

IMPORTANT DATES

June 2, 2016

The EEOC published its final rule increasing the maximum penalty for violations of the notice posting requirements from \$210 to \$525.

July 5, 2016

The increased maximum penalty amount became effective.

EEOC Increases Penalty for Notice Posting Violations

OVERVIEW

In June 2016, the Equal Employment Opportunity Commission (EEOC) [increased](#) the maximum penalty for violation of [notice posting requirements](#), from \$210 to \$525. The increase applies to penalties issued after July 5, 2016.

The final rule's guidance applies to postings required by Title VII of the Civil Rights Act of 1964 (Title VII), the Americans with Disabilities Act (ADA) and the Genetic Information Non-Discrimination Act (GINA).

ACTION STEPS

The EEOC requires employers to post certain employee notices in the workplace. Notices must describe relevant statutory provisions and be posted in conspicuous locations where notices to employees, applicants and members are customarily maintained.

Since the law now requires agencies to adjust penalties on a yearly basis, employers can expect to see an annual increase in the maximum penalty amount.

Employers should review their current postings to determine whether they are in compliance, both in the placement and content of the postings, and employers should update them if necessary to reduce the possibility of a posting violation.

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