



**DirectEmployers
Association**

The First 90 Days: Developments Since Executive Order 11246 Was Rescinded

Webinar Q&A Guide

Q: What are you recommending for the "know your rights poster," since the EEOC hasn't issued a revised poster?

A: Use your existing poster until the EEOC issues a new one.

Q: Will the new EEOC DEI at work poster be a required poster?

A: It currently is not a required poster. We do not know whether at some point it will become a required poster.

Q: Going back to the state requirements, which states require pay transparency reporting?

A: DirectEmployers maintains a table of relevant laws that is available to its members.

Q: Can I combine my federal and state protected categories in the EEO Statement, or should they be separated by state?

A: You can combine them, but perhaps you want to preface the full list with some additional language, such as, "We comply with the non-discrimination laws in each of the jurisdictions where employees work" or "As applicable under state and local law, as well as federal law, we do not discriminate based on"

