

# Time To Check That Your Employment Notices Are Properly Posted - EEOC Raises Fines For Notice Posting Violations

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The EEOC announced a rule change that will more than double the maximum fine for violating Title VII, the Americans with Disabilities Act (ADA) and the Genetic Information Nondiscrimination Act (GINA) notice posting requirements. Under the new rule, which is projected to become effective the first week of July, employers will face a maximum penalty of \$525 per violation — up from \$210.

While most retailers undoubtedly know they must have notices, where the notices are posted matters. The regulations require that they be in a prominent and accessible place where notices to employees and applicants are customarily maintained. For retailers in tight spaces this might prove challenging. To avoid being dinged, however, it will pay to double check that the notices are not properly displayed and relegated to a storage closet door or obscured by stacked boxes.

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