

“EEO is the Law” Poster Supplement

Employers Holding Federal Contracts or Subcontracts Section Revisions

The Executive Order 11246 section is revised as follows:

RACE, COLOR, RELIGION, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits employment discrimination based on race, color, religion, sex, sexual orientation, gender identity, national origin, or opportunity in all aspects of employment.

PAY SECRECY

Executive Order 11246, as amended, protects applicants and employees from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

The Individuals with Disabilities section is revised as follows:

INDIVIDUALS WITH DISABILITIES

Section 503 of the Rehabilitation Act of 1973, as amended, prohibits discrimination on the basis of disability in employment by Federal agencies and other aspects of employment. Disability discrimination includes not making reasonable accommodation for the known physical or mental limitations of an individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal agencies take affirmative action to employ and advance in employment individuals with disabilities at all levels of employment, including the executive level.