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The proper management of human assets is critical to the success of any organization. We hope this newsletter will help.



#### LASTING IMPRESSION

"You can't expect your employees to exceed the expectations of your customers if you don't exceed the employees' expectations of management."

- **Howard Schultz**

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#### NOTEWORTHY

##### **Curtis J. Martin**

Elected to the position of President-Elect of the Gate City Bar Association.

##### **Christopher E. Parker**

Named to the 2009 Legal Elite by Georgia Trend Magazine, an honor he has received multiple times.

##### **MF&L Property Group**

Successfully defended a major insurer in Florida on two claims totalling more than \$50 million.

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## New EEO Poster Available from EEOC

Among the requirements imposed on most employers (those with 15 or more employees) is the posting of notices in the workplace advising individuals of their rights under federal employment laws.

The Equal Employment Opportunity Commission (EEOC) has recently published a notice containing new language for its "Equal Employment Opportunity is the Law" poster. The new poster reflects changes required by the employment provisions of the Genetic Information Nondiscrimination Act (GINA). These provisions become effective on November 21, 2009. GINA prohibits discrimination in employment decisions based on an individual's genetic information and restricts an employer's acquisition and sharing of genetic information for employees and applicants.

The new poster can be accessed at the EEOC's website at <http://www.eeoc.gov/posterform.html>. The EEOC has indicated that the poster will also be available in foreign languages, including Spanish, Chinese and Arabic prior to GINA's effective date of November 21, 2009. The website offers a supplemental poster with GINA information that may be posted alongside existing EEO posters, as well as a new "Equal

MFL Labor and Employment Law attorneys counsel employers of all sizes in the many aspects of managing its human capital, providing a full range of transactional and litigation services related to labor and employment matters.

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Employment Opportunity is the Law” poster that has all current information in a single document.

While federal employment law posters are available for purchase from numerous vendors, all required federal posters are available from the EEOC’s website at no charge. In addition to updating their workplace postings, employers may wish to review their current handbook policies to incorporate language concerning GINA, consistent with the new posting requirements. Employers should also review their posting pertaining to state law requirements that may vary by jurisdiction.

If you need assistance with this review, or have questions concerning employment law matters, please feel free to contact the labor and employment law attorneys at Mozley, Finlayson & Loggins, LLP.

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