



ARCHDIOCESE OF  
CINCINNATI



## NEWSLETTER

*The mission of the Department of Human Resources is to offer the highest quality of service by developing (with its partners) a work environment that is built on trust and respect for each individual — an environment of invitation, welcome, motivation and well-being for all employees. We strive to promote and support the dignity and rights of each person who works in the Archdiocese of Cincinnati so that each employee can carry out his or her ministry and utilize his or her talents in accordance with God's will.*

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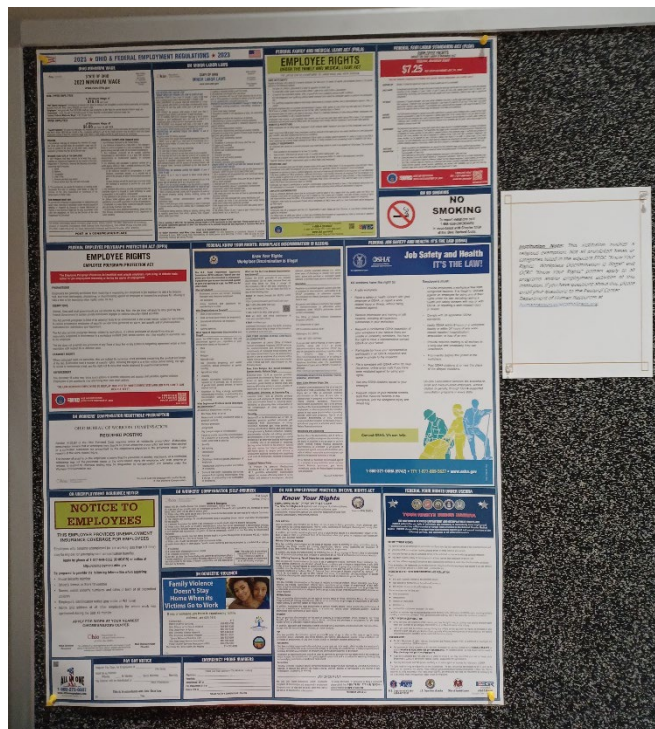
## EEOC Replaces EEO is the Law Poster with "Know Your Rights Poster" Part II

As we reported in our December 1, 2022 HR Newsletter, on October 20, 2022, the EEOC issued a completely redesigned poster that replaces the current mandatory EEOC poster. Employers (including each location within the Archdiocese) are required to update the poster and place it in a conspicuous location at their worksites.

The EEOC's required "Know Your Rights: Workplace Discrimination is Illegal" poster includes language regarding discrimination based on gender identity and sexual orientation. The OCRC "Know Your Rights" poster contains the same language. To enable locations to comply with the requirement to display the new posters and yet still identify the location as a religious employer, the Department of Human Resources is providing the following language to be placed adjacent to the EEOC and OCRC posters.

***Institution Note:*** *This institution invokes a religious exemption. Not all prohibited bases or categories listed in the adjacent EEOC "Know Your Rights: Workplace Discrimination is Illegal" and OCRC "Know Your Rights" posters apply to all programs and/or employment activities of this institution. If you have questions about this, please email your questions to the Pastoral Center Department of Human Resources at [humanresources@catholicaoc.org](mailto:humanresources@catholicaoc.org).*

Accordingly, we are posting the attached document next to our Ohio and federal combination poster as shown below and we recommend that you do the same.



You can find companies that sell the combination poster. One location we have used is [All in One Posters](#) (714-521-7720). The cost is \$24.95. A laminated poster is \$26.95.