



New Rhode Island Fair Employment Posting Requirement

Rhode Island has a new posting requirement for the Fair Employment Practices Act which requires accommodation of pregnancy-related conditions in employment and prohibits discrimination against employees based on pregnancy, childbirth, or a related condition.

The updated Rhode Island Fair Employment posting has been revised to include:

- An employee's right to ask for an accommodation for a condition related to pregnancy, childbirth and related condition,
- Employee protection from discrimination and retaliation, and
- Prohibited employment practices.

Next Steps for Employers

1. All employers with one or more employees are required to post the Fair Employment in Rhode Island posting.
2. Post the required updated Poster. The HR Knowledge All-In-One Poster satisfies the posting requirements for employers of all sizes. Displaying the posters educates your employees about their labor and employment rights and helps them better understand their requirements. Failure to post required federal and state labor law notices may result in both federal and state fines.
 - a. If you are a current full-service client of HR Knowledge, we will provide these updated Peel-N-Posts at no charge.
 - b. If you are not a full-service client and you are interested in ordering new posters or overlays, please complete the order form on our website, which you can access [here](#). Order the Peel-N-Post overlay (\$12.95 each) or the All-In-One Poster (\$49.95) from HR Knowledge. First, check to see if you have the most recent version of the HR Knowledge All-In-One Poster. **If your current poster does not have an HR Knowledge logo, it is NOT the most recent version and the Peel-N-Post will not fit. In this case, you will need to order the latest version of our All-In-One Poster instead of the Peel-N-Post overlay.**

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