



## **New "Equal Opportunity Employment is the Law" Poster**

The Equal Employment Opportunity Commission (EEOC) revised its "Equal Employment Opportunity is the Law" poster to reflect current federal employment discrimination laws including the *Americans with Disabilities Act Amendments Act of 2008* (ADAAA) and the *Genetic Information Nondiscrimination Act of 2008* (GINA), which is effective November 21, 2009. The revised poster also includes updates from the Department of Labor. The ADAAA expands the definition of "disability" under the Act. GINA prohibits employment discrimination based on genetic information.

An employer must comply with the posting requirement and may do so by: (1) posting the supplement to the poster alongside the EEOC's September 2002 "EEO is the Law" poster or the Office of Federal Contract Compliance Programs' August 2008 "EEO is the Law" poster; or (2) posting the EEOC's November 2009 version of the "EEO is the Law" poster. Both posters are available for download from the EEOC's website which can be accessed by clicking [here](#).

## **Amended FOIA**

We are receiving numerous questions regarding the amended *Freedom of Information Act* (FOIA) which becomes effective as of January 1, 2010. Information regarding FOIA can be found in the Scariano, Himes and Petrarca, School Law Review Newsletter, Fall 2009 Issue. For a copy of the newsletter, click [here](#). Additionally, the Firm will cover the topic in depth at its annual client seminar at Seven Bridges in Lisle on February 6, 2010. Invitations for the client seminar will go out in early December 2009.

The Firm is in the process of developing a new school board policy and procedures incorporating the recent amendments to the Act and is preparing an e-Blackboard email publication to distribute to our electronic mailing list. In the meantime, if you have any questions regarding FOIA, please do not hesitate to call one of our attorneys.

The Firm continues to offer five free hours of in-service training annually. The training may be divided between administrators and board members, and is available on numerous topics including FOIA. You are encouraged to contact your attorney at Scariano, Himes and Petrarca to schedule your 2010 inservice hours.

## **Scariano Himes & Petrarca Hospitality Suite**

As a reminder, if you have not RSVP'd to attend the Scariano, Himes and Petrarca Hospitality Suite on Friday November 20, 2009 you can still do so by sending an email to [emcnulty@edlawyer.com](mailto:emcnulty@edlawyer.com) by November 13, 2009, with a list of attendees. The Hospitality Suite will follow the IASB, IASA and IASBO 77<sup>th</sup> Joint Annual Convention from 5:00 p.m. to 6:30 p.m. at the Mid-America Club located at the AON Center, 200 East Randolph, 80th Floor, Chicago, Illinois. To link to the invitation and for directions, click [here](#).

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Scariano, Himes and Petrarca, Chtd., represents more than 100 school districts, special education cooperatives and vocational education cooperatives. Our attorneys have expertise in all areas of education law and practice in three locations to more readily serve our clients:

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