



Attorneys Provide Advice for Employers to Stay Consistent When Enforcing Anti-Discrimination Laws

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In an interview with *Law360*, **Marilyn Higdon** and **Courtney Leyes** provide takeaways from a recent D.C. Circuit opinion that shows how an employer's inconsistent enforcement of anti-discrimination laws can lead to labor law violations. The ruling highlights the difficulties employers sometimes face when their obligations under Title VII of the Civil Rights Act compete with activities that are protected under Section 7 of the National Labor Relations Act.

Marilyn and Courtney break down the details of the case and how similar inconsistencies of enforcement can be reduced in the workplace. They say employers should enforce EEO policies equally across the board, but also make sure that workers and managers know that policies exist and understand how they're expected to behave.

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