



## DEI and EEO Compliance

### *Overview*

#### **Helping Employers Navigate the DEI and Equal Employment Opportunity Landscape**

When it comes to diversity, equity, and inclusion (DEI) programs employers must balance their commitment to fostering inclusive workplaces with the need to comply with evolving laws and regulations. Our **DEI and Equal Employment Opportunity Compliance Team** helps businesses administer and evaluate legally sound, effective DEI policies and initiatives that align with federal and state requirements while advancing workplace culture and business objectives. Our multidisciplinary approach and breadth of skills blend strategic and practical advice with legal precision. From DEI-related risk mitigation, DEI program structure and review, communications strategy, education, investigations, audit defense, proactive pay equity reviews to defense of discrimination claims, our team of attorneys can provide you with full-service compliance efforts which may be protected under attorney-client privilege.

#### **Why Employers Trust Our DEI and EEO Compliance Team**

1. **Proactive Risk Management:** We help employers anticipate and navigate shifting legal standards in today's era.
2. **Multidisciplinary Legal Precision:** Our team consists of attorneys with deep experience in diversity, equity, and inclusion best practices, equal opportunity law, federal contract, and affirmative action compliance, pay equity audits, investigations, communications strategy, education and defense of Title VII, Title IX, disability, and state discrimination claims.
3. **Practical Guidance:** We provide real-world strategies that help companies meet business objectives and compliance obligations.

4. **Industry-Specific Support:** We advise organizations across industries, from technology and manufacturing to healthcare and finance, tailoring solutions to unique workplace challenges.
5. **Global DEI Compliance Alignment:** We assist U.S. companies in meeting international DEI standards and best practices while helping multinational organizations with U.S. operations navigate the evolving U.S. regulatory landscape, ensuring alignment between global policies and new domestic directives.
6. **Privileged Audits and Investigations:** We offer the ability to conduct attorney-client privileged audits and investigations for DEI initiatives to allow frank assessments of legal risks and propose alternative activities that meet business objectives in a legally compliant manner.

## **Our DEI and EEO Compliance Multidisciplinary Services**

### **DEI Policy Review and Risk Assessment**

1. Evaluate existing DEI policies, programs, and initiatives for legal risks.
2. Assess compliance with ADA, Title VII, Title IX, Section 1981, state requirements and evolving EEOC laws.
3. Identify potential litigation risks and strategies for mitigation.

### **DEI Program Structuring and Compliance Advisory**

1. Develop legally compliant DEI strategies tailored to business needs.
2. Align DEI initiatives with affirmative action, pay equity, and anti-discrimination laws.
3. Provide practical guidance on developing and maintaining workplace resource groups, internship programs, mentorship programs, multicultural awareness activities, and other initiatives.

### **Education, Training, and Leadership Development**

1. Train HR professionals, managers, and executives on legally sound DEI practices.
2. Offer customized professional development programs that comply with legal guidelines.

### **DEI-Related Investigations and Litigation Defense**

1. Respond to agency audits, EEOC charges, and OFCCP and state agency compliance reviews.
2. Conduct internal investigations into DEI-related complaints.
3. Defend against discrimination claims in federal and state administrative forums and courts.

### **Corporate Metrics and Pay Equity Audits**

1. Review and refine metrics in compliance with federal and state law, while benchmarking against industry standards.
2. Conduct proactive pay equity audits to identify and address disparities.
3. Advise on legally compliant data collection and reporting practices.

## **Immigration**

1. Employers' Rapid Response Team for DHS Raids: Immediate, strategic support to minimize disruption to your operations, protect your employees and business interests, ensure compliance with immigration laws, and reduce potential penalties and liabilities.
2. Align hirings with immigration related anti-discrimination laws.
3. Provide U.S. Immigration temporary and permanent visa services.

## **Communications and Strategy**

1. Conduct risk assessments to identify potential issues before they become problems and implement protocols to follow should an incident arise.
2. Devise crisis communication plans for internal and external messaging to manage specific situations as needed, including ongoing or pending litigation, public advocacy group challenges or social media campaigns, with the flexibility to adapt as events require.
3. Conduct media relations and best practices programs specifically tailored to your business and equipping you to quickly respond to internal or external inquiries.
4. Collaborate with internal communications teams and external media/PR agencies.

## **Connect With Our Team**

Our DEI and EEO Compliance Team provides the legal insight and strategic guidance you need. Contact a member of our [team](#) to discuss how we can help your organization navigate the future of workplace DEI and EEO compliance.

## ***Insights***

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EVENT

06/13/25

### **2025 Employment Law Seminar**

Alden J. Parker, Christopher Alvarez, Anet Drapalski, Hannah Sweiss, Lonnie D. Giamela, Angelica M. Ochoa

Read more →

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INSIGHTS

06/05/25

## SCOTUS Scraps Extra Hurdle in Majority-Group Bias Claims: 5 Ways That Things Will Change for Employers

Sheila M. Abron, Raymond W. Perez, Regina A. Petty, Emily E. Town

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INSIGHTS

03/27/25

### Trump's OFCCP Pick Vows to Combat Illegal DEI By Reviewing Prior Affirmative Action Plans: Here's What Federal Contractors Need to Know

Sheila M. Abron, Jennifer B. Sandberg, Regina A. Petty

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INSIGHTS

03/21/25

### EEOC Issues Guidance on Unlawful Workplace DEI Programs: Top Takeaways for Employers

Regina A. Petty, Sheila M. Abron

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INSIGHTS

03/12/25

### No Slowing Down: Employers' Recap of the Trump Administration's First 50 Days

Benjamin M. Ebbink, Rick Grimaldi, Lauren Laing

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INSIGHTS

02/28/25

### Workplace Law Update: 8 Essential Items on Your March To-Do List

Lauren Laing

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INSIGHTS

02/27/25

### Education Department Kicks Off New Era of Title VI Discrimination Enforcement: What Your School Must Know + 5 Steps to Take Now

Sheila M. Abron, Melissa A. Dials, James F. Glunt, Kelly Ahern, Sarah Moore, Kristin L. Smith

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NEWS

02/26/25

### Attorneys Quoted for Their Insight on the Future of DEI in the Trump Era

Sheila M. Abron, Kathleen McLeod Caminiti, Lonnie D. Giamela, Regina A. Petty, Raymond W. Perez, Jennifer B. Sandberg, Nan Sato, Jeffrey Shapiro

[Read more →](#)

## Federal Court Halts Enforcement of DEI Executive Orders: What Employers Need to Know + 5 Steps to Take Next

Sheila M. Abron, Regina A. Petty

[Read more →](#)

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### NEWS

02/24/25

## Partner Discusses EEOC Enforcement Agenda

Sheila M. Abron

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### *Key Contacts*

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