

2026 National Labor & Employment Law Symposium

A Linked Guide to Civil Rights Under the EEOC: Navigating a New Regulatory Environment

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I. Changes To Commission Leadership, Operations, Procedures & Guidance

- **January 28, 2025 Termination of EEOC Commissioners Charlotte Burrows and Joselyn Samuels**
 - **Background/ News Reports:**
 - [Trump fires two Democratic commissioners of agency that enforces civil rights laws in the workplace](#) (AP Jan 29, 2025)
 - [Ex-EEOC Commissioner Fired by Trump Files Lawsuit Demands Reinstatement](#) (AP April 9, 2025)
 - **Response from Congressional Democrats:** [Letter to President Trump from 237 Members of Congress responding to dismissal of EEOC Commissioners Burrows and Samuels](#) (March 27, 2025)

- **January 14, 2026 EEOC's Recission of Commission Voting Procedures**
 - **Commission Meeting:** [January 14, 2026 Commission Meeting \(Audio Link\)](#)
 - **Background/ News Reports:**
 - [EEOC considers proposal that would give Lucas more power](#) (Politico Pro Jan. 7. 2026)
 - [EEOC Chair Defends Revamp: Elections Have Consequences](#) Law360 Employment Authority Jan 14, 2026
 - [EEOC Gives Chair Power to Deny Policy Shift Meeting Requests](#) (Bloomberg Daily Labor Report Jan 14, 2026)

- **Statement in Opposition by EEO Leaders:**
 - [EEO Leaders Statement on Proposed Rescission of EEOC Voting Procedures \(Jan 14, 2026\)](#)
- **January 22, 2026 EEOC Resolution Substantially Repealing Commission’s “Delegation of Litigation Authority”**
 - **Resolution:** [EEOC Resolution Concerning the Commission’s Authority to Commence or Intervene in Litigation \(January 22, 2026\)](#)
 - **Press Release:** [EEOC Commission Adopts Resolution to Require Commission Approval of Almost All Litigation \(January 23, 2026\)](#)
 - **What You Should Know Guidance:** [What You Should Know About the Commission’s Authority to Commence or Intervene in Litigation](#)
- **January 22, 2026 Rescission Of EEOC Enforcement Guidance On Harassment In The Workplace**
 - **Commission Meeting:** [January 22, 2026 Commission Meeting](#) (link to Audio)
 - **Press Release:** [EEOC Commission Votes to Rescind 2024 Harassment Guidance \(January 23, 2026\)](#)
 - **Commissioner Kotagal Statement:** [Commissioner Kotagal Statement in Opposition to Rescission of Harassment Guidance](#)
 - **Commissioner Lucas 2024 Dissent:** [Commissioner Lucas April 29, 2024 Statement on Adoption of Harassment Guidance](#)
 - **Background/ News Report:**
 - [US EEOC scraps guidance that expanded workplace protections for LGBTQ workers \(Jan 22, 2026\)](#)
 - **Statements in Opposition by EEO Leaders and Other Groups:**
 - [EEO Leaders Statement on EEOC’s Harassment Guidance \(June 16, 2025\)](#)

- [EEO Leaders Statement on Rescinding EEOC Harassment Guidance \(January 20, 2026\)](#)
- [National Women’s Law Center Letter Sign on Letter Opposing Recission of EEOC’s Harassment Guidance](#)

II. EEOC Priority Shifts Under this Administration

➤ DEI

- **Executive Orders:**

- [EO 14151: Ending Radical and Wasteful Government DEI Programs and Preferencing \(Jan 20, 2025\)](#)
- [EO 14173 Ending Illegal Discrimination and Restoring Merit-Based Opportunity \(Jan 31, 2025\)](#)
- [EO14230 Addressing Risks from Perkins Coie](#)

- **EEOC and DOJ Guidance:**

- [EEOC Technical Assistance Guidance What You Should Know About DEI-Related Discrimination At Work](#)
- [What To Do If You Experience Discrimination Related to DEI at Work](#)
- [DOJ Guidance for Recipients of Federal Funding Regarding Unlawful Discrimination \(July 29, 2025\)](#)

- **Chair Lucas Actions:**

- **Press Release:** [Acting Chair Andrea Lucas Sends Letters to 20 Law Firms Requesting Information About DEI-Related Employment Practices \(March 17, 2025\)](#)
- **EEOC Chair Andrea Lucas Social Media Post/ Announcement** Regarding White Males Who Experienced Discrimination At Work (December 17, 2025) [Access on X\(formerly twitter\)](#)

- **Statements in Opposition by EEO Leaders:**
 - [Response to Chair Lucas' letters to 20 law firms requesting response to questions concerning their DEI activities \(March 18, 2025\)](#)
 - [EEO Leaders Statement on Employer DEI \(April 3, 2025\)](#)
 - [EEO Leaders summarize the attacks on equal employment opportunity and need for innovative strategies \(Nov. 18, 2025\)and Executive Summary](#)
 - [EEO Leaders Response to DOJ Memorandum \(Nov 18, 2025\)](#)
 - [EEO Leaders Response to Solicitation of Charges from White Men \(Dec 23, 2025\)](#)

➤ **Gender Identity Discrimination**

- **Executive Order**
 - [EO 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government](#)
- **EEOC Response:**
 - **Press Release:** [Removing Gender Ideology and Restoring the EEOC's Role of Protecting Women in the Workplace\(January 28, 2025\)](#)
 - **EEOC Dismisses Seven Cases Alleging Gender Identity Discrimination (Feb 2025)**
 - *EEOC v. Reggio's Pizza Inc.*, Case No. 1:24-CV-08910 (N.D. Ill.)
 - *EEOC v. Boxwood Hotels LLC*, Case No. 1:24-cv-00902 (W.D.N.Y.)
 - *EEOC v. Harmony Hospitality LLC* Case No. 1:24-CV-00357 (M.D. Ala.)
 - *EEOC v. Starboard Group Inc.*, Case No. 3:24-CV-02260 (S.D. Ill.)
 - *Lucas v. Brik Enterprises Inc.*, Case No. 2:24-CV-12817 (E.D. Mich.)
 - *EEOC et al. v. Sis-Bro Inc.*, Case No. 3:24-CV-00968 (S.D. Ill. June 5, 2025)

- *EEOC v. Lush Handmade Cosmetics LLC*, Case No. 5:24-CV-06859 (N.D. Cal.)
- **May 20, 2025 EEOC Office of Field Programs Issues Memorandum**
EEOC will no longer reimburse state and local agencies for investigating gender identity, transgender, claims.
 - **Background/News Reports:**
 - [EEOC seeks to drop transgender discrimination cases, citing Trump's executive order](#) CBS News.com Feb 15, 2025
 - [Trump's EEOC strikes harassment guidance amid debate over transgender protections](#) NPR Jan 23, 2026
 - **Statements by EEO Leaders:**
 - [EEO Leaders Letter Calling on Chair Lucas to Clarify Position on Title VII Coverage of Sexual Orientation and Gender Identity Discrimination \(June 25, 2025\)](#)
 - [EEO Leaders Statement on EEO's Processing of LGBTQ+ Charges \(July 21, 2025\)](#)
 - [EEOC Leaders Backgrounder on Fair Employment Practice Agencies \(Oct 2025\)](#)

➤ **Disparate Impact**

- **Executive Order**
 - [Executive Order 14281 Restoring Equality of Opportunity and Meritocracy \(Apr. 23, 2025\)](#)
- **EEOC Actions:**
 - **May 20, 2025 EEOC Office of Field Programs issued Memorandum** that it will no longer reimburse state and local agencies for investigating disparate impact claims.
 - **June 2025 EEOC Moves to Dismiss *U.S. Equal Employment Opportunity Commission v. Sheetz, Inc. et al***, 2024cv 01123 (D. Md. 2024)

