

In The News

Federal News Network Features Debra Leder on EEOC's Renewed Enforcement Priorities

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Debra M. Leder, Partner in Akerman's Labor and Employment Practice Group, joined *The Federal Drive with Terry Gerton* on Federal News Network to discuss the Equal Employment Opportunity Commission's (EEOC) shifting priorities following the restoration of full funding and quorum.

Drawing on her three decades of experience advising employers on labor and employment matters, Debra provided insight into the agency's planned realignment of enforcement resources and its renewed focus on updating regulatory guidance. She highlighted the EEOC's likely revisions to 2024 harassment and pregnant worker guidance, as well as increased attention to agency views on diversity, equity, and inclusion (DEI) programs, religious accommodations, and systemic discrimination.

"We are going to see a lot of realignment and adjustment of where the EEOC focuses its attention and its resources," Debra said, noting that employers should expect "more aggressive enforcement activity and heightened scrutiny of policies that the EEOC views as inconsistent with current executive orders."

Debra also advised employers to proactively review workplace policies, hiring criteria, and compensation structures to ensure compliance as

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