



DirectEmployers
Association

“Diversity” and “Lawful” Are Not Contradictory Terms: Drawing the Line Between Lawful and Unlawful DEI/DEIA

Helpful Resources

Slide 6

- [Title VII of the Civil Rights Act of 1964, as amended](#)
- [1866 Civil Rights Acts](#) (*Bars discrimination in the making of private contracts*)
- [Equal Protection Clause of the 14th Amendment](#) (State/public sectors)
- [EEOC Regulations](#)
- [EEOC Compliance Manual](#)
- [Uniform Guidelines on Employee Selection Procedures](#)



Slide 7

- [Executive Order 14173, "Ending Illegal Discrimination and Restoring Merit-Based Opportunity"](#)
 - [Rescinded Executive Order 11246](#)
 - [Secretary's Order 03-2025](#)
 - [OFCCP Closure Letters of EO 11246 Component of Compliance Reviews](#)
- [February 5, 2025 | OPM February 5, 2025 Guidance Regarding Federal Government DEIA Programs](#)
- [February 5, 2025 | DOJ Memorandum Regarding Illegal DEIA Discrimination and Preferences](#)

Slide 8

- FCC Correspondence
 - [Comcast](#)
 - [Mergers & Acquisitions](#)
- [February 14, 2025 | Department of Education "Dear Colleague" Letter & FAQ](#)
- [Addressing Risks of Perkins Coie LLP](#)



Slide 9

- [March 19, 2025 | EEOC and Justice Department Warn Against Unlawful DEI-Related Discrimination](#)
- [EEOC "DEI at Work" Post & FAQs](#)
- [OFCCP Director Eschbach's Email to OFCCP Staff](#) (*Wall Street Journal* subscription required)
 - [February 14, 2025 | America First Legal Letter](#)
- ["Red State" Attorney Generals Letter to Costco](#) ([Official Letter](#))

Slide 10

- February 13, 2025 | ["Blue State" Guidance on DEIA Employment Initiatives](#) ([Official Letter](#))
- March 18, 2025 | [Former EEOC Official's Letter to EEOC Acting Chair Andrea Lucas](#)

Slide 11

- Georgetown Law
 - [March 6](#)
 - [March 13](#)



- [Investigations of Over 50 Universities](#)
- Perkins Coie LLP
 - Executive Order (See above)
 - [Perkins Coie LLP Fact Sheet](#)
 - [Complaint - Perkins Coie LLP v. U.S. Dep't of Justice et al.](#)
- [EEOC Letters to 20 Large Law Firms](#)

