



Navigating Workplace Flashpoints in the New Presidential Era

April 3, 2025

Seyfarth Shaw LLP

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Today's Presenters



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Agenda

- 1 | What Are Flashpoints?
- 2 | Renewed Energy in Existing Flashpoints
- 3 | What Do Employers Do Now?
- 4 | How Flashpoints Litigation Is Different
- 5 | Flashpoints Investigations

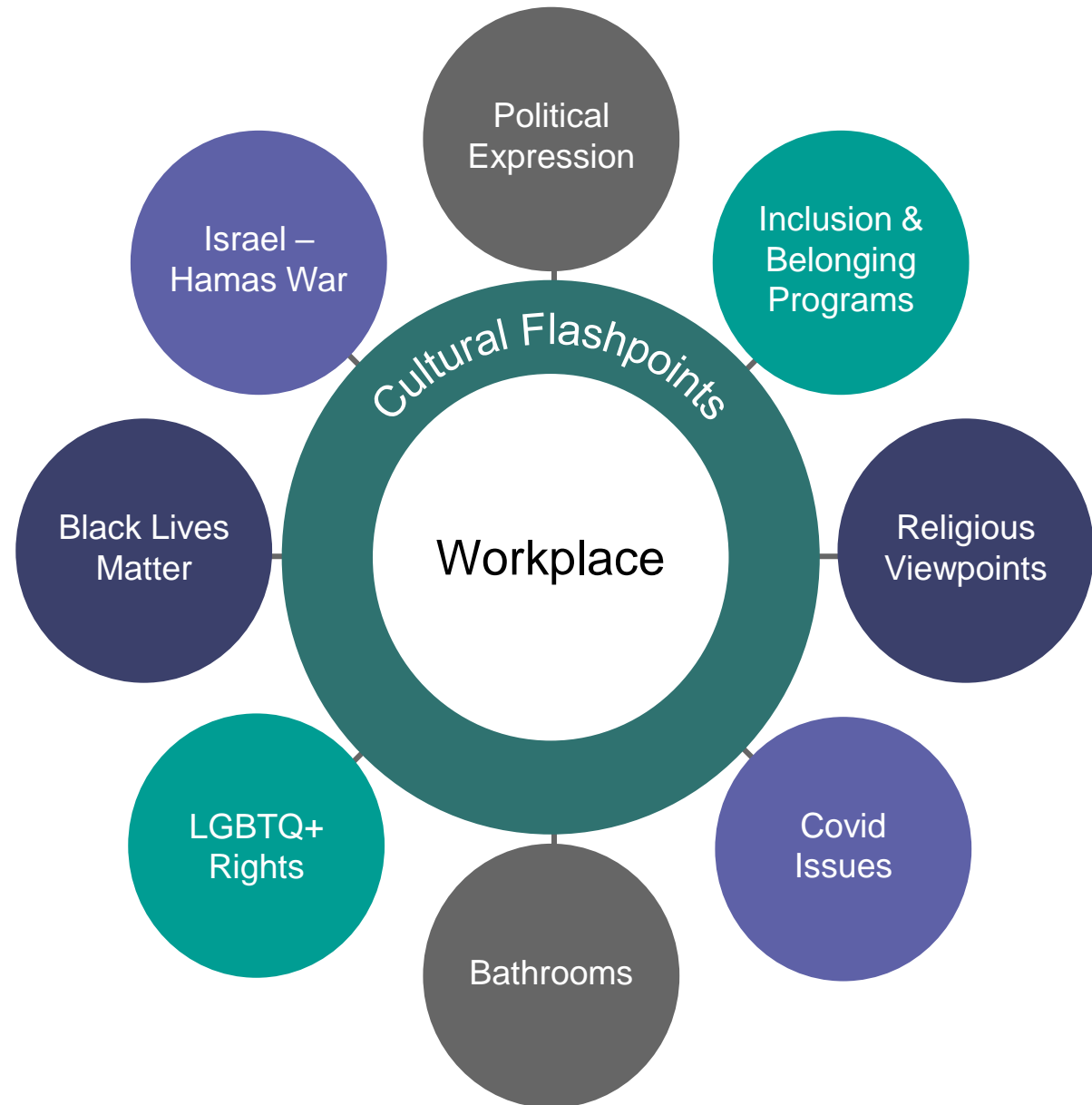
A note about this webinar

- Even talking about cultural flashpoints can be tricky
- Please know that we approach these issues today as neutral legal advisors and business partners in order to help our clients
- The viewpoints we discuss today are examples only and not those of Seyfarth Shaw or the presenters

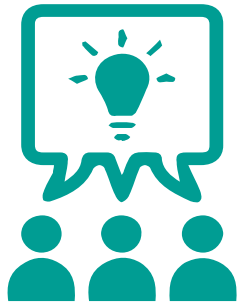
What are Cultural Flashpoints?



What Do We Mean by Cultural Flashpoints?



Developing Your Flashpoints Framework



Renewed Energy in Flashpoints





2025 Flashpoints

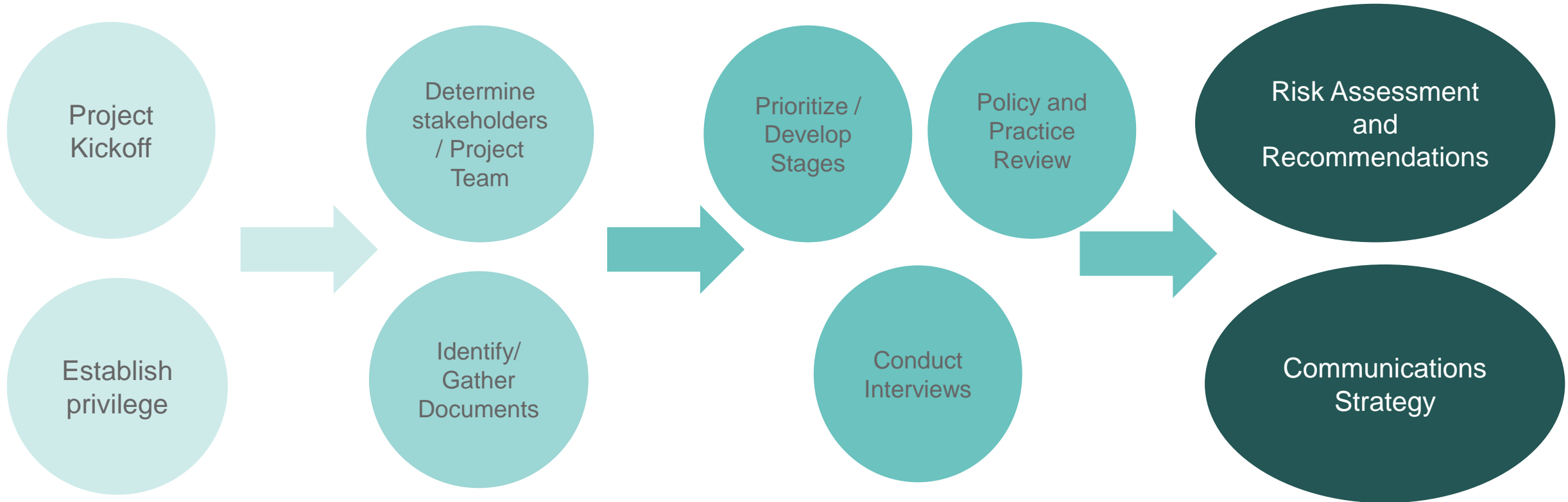
The change in Presidential administration is likely to cause a new wave of Flashpoints around issues including:

- New administration & political opposition
- International conflicts
- Immigration, travel bans
- Gender-affirming care and transgender rights
- Debates around “DEI”
- Anti-corporate sentiment
- Return to in-person work



Flashpoints around DEI

DEI Program Legal Review Process





Religious Issues

- Religious discrimination and accommodation claims
- Trends in Requests:
 - prayer space or a prayer room;
 - exemption from e.g., diversity training, Pride Month, using preferred pronouns;
 - faith-based ERGs;
 - exemption from vaccination programs;
 - training about specific religions.
- Litigation
 - claims of antisemitism and Islamophobia
 - claims of anti-Christian bias
 - ongoing litigation over mandatory vaccination policies



PRESIDENTIAL ACTIONS

ARTICLES

BRIEFINGS & STATEMENTS


FACT SHEETS

PRESIDENTIAL ACTIONS

REMARKS

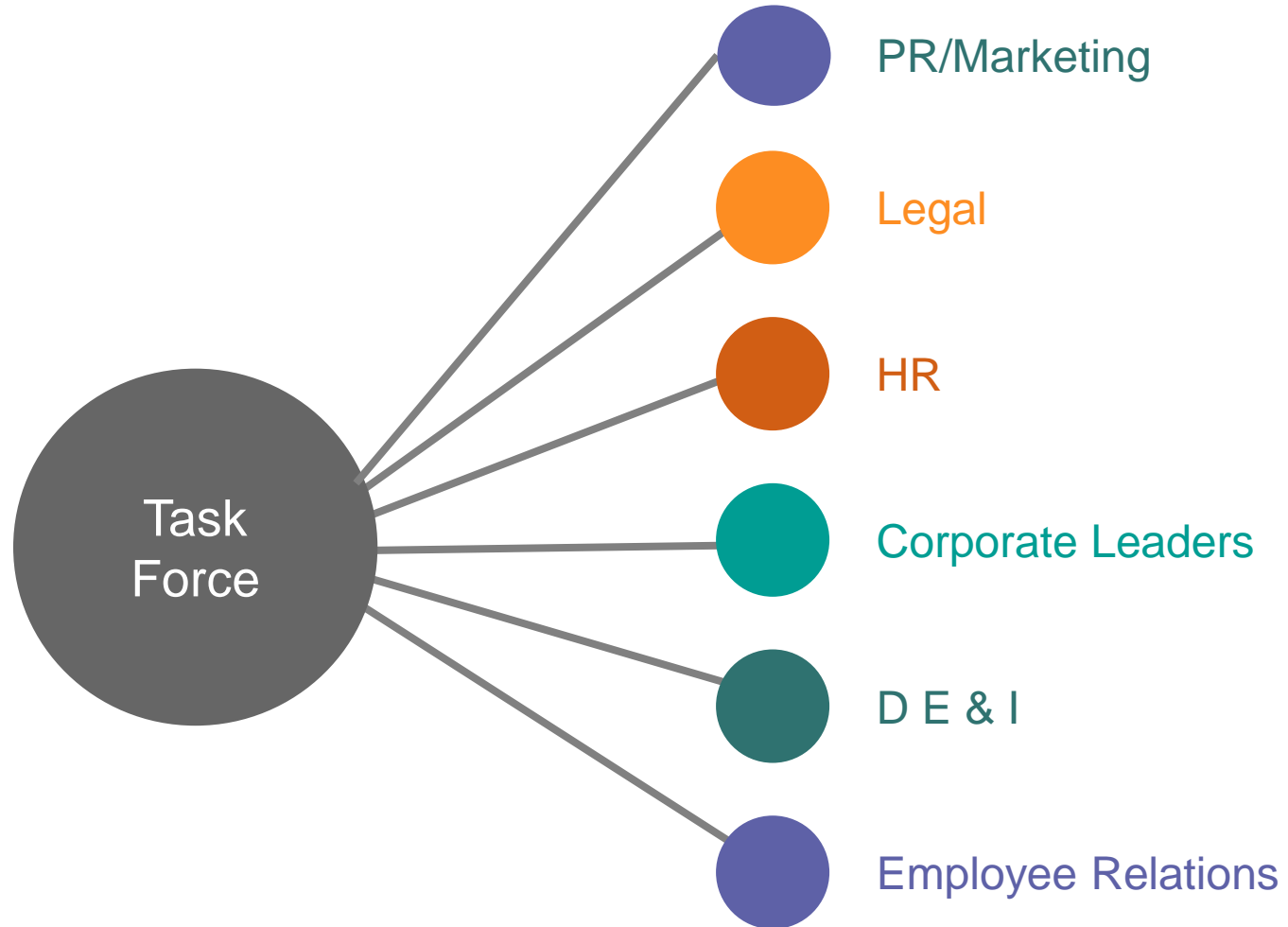
Religious Issues – Executive Orders

- 1/20 Executive Order (“Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government”)
- 1/27 Executive Order (“Reinstating Service Members Discharged Under the Military’s Covid-19 Vaccination Mandate”)
- 1/29 Executive Order (“Additional Measures to Combat Anti-Semitism”)
- 2/6 Executive Order (“Eradicating Anti-Christian Bias”)

A photograph of three people working at a long wooden table in a rustic, wood-paneled room. A woman with long dark hair and glasses is on the left, typing on a laptop. A man with glasses is in the foreground, also working on a laptop. Another person is visible in the background, also working. The table has several laptops, a water bottle, and a small potted plant. The image has a dark, moody tone with a white grid overlay on the right side.

What Do Employers Do Now?

Proactive “Flashpoints” Analysis



Maintaining Core Values in a Challenging Climate

- What are your corporate core values?
- When you discuss words like diversity, what do stakeholders mean?
- Likewise, what does inclusion mean?
- Are there areas of value overlap amongst people with very different views of a term?
- Where do we land on the spectrum of a free market of ideas and a more keep to oneself culture?

Use Policies to Take Down the Temperature

**Discrimination
/
Harassment
/
EEO**

Respect

**Political
Expression**

**Religious
Accommodation**

Social Media

Consider Changes to Everyday Policies Too





Training Is Your Secret Weapon



It's an investment.

- How to train?
- Who to train?
- Content matters

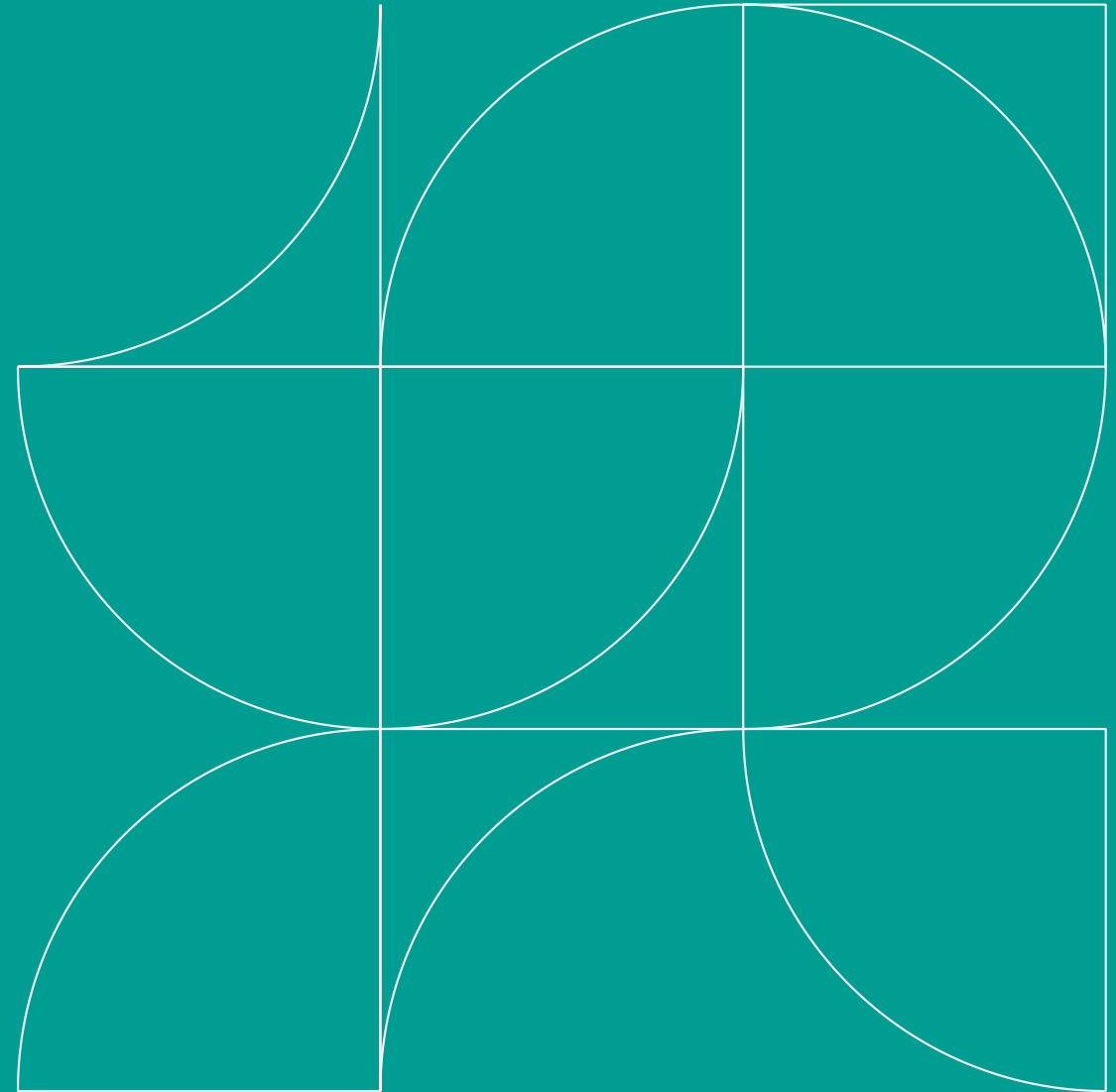
A close-up photograph of several interlocking wooden gears, showing their texture and the way they mesh. Overlaid on the right side of the image is a white geometric design consisting of a square divided into four quadrants by a cross, with quarter-circles at each corner, creating a stylized cross or star shape.

How Flashpoints Litigation Is Different



Flashpoints Investigations

**Email us for our
Flashpoints checklist**





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