



# Flashpoints in 2026 Workplace Cultural Observances:

## Fostering Inclusion While Minimizing Legal Risk

January 15, 2026

Seyfarth Shaw LLP

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# Today's Presenters

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# Agenda

- 1 | The Universe of Cultural Celebrations
- 2 | The Flashpoints Framework
- 3 | Practical Questions
- 4 | How to Reset



# The Universe of Cultural Celebrations



# Government Holidays 2026

- New Year's Day
- Martin Luther King Jr. Day
- President's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Columbus Day / Indigenous People's Day
- Veterans' Day
- Thanksgiving Day
- Christmas

# Religious Holidays, e.g.:

- **Eid al-Fitr**
- **Passover**
- **Easter**
- **Rosh Hashanah**
- **Yom Kippur**
- **Diwali**
- **Hanukkah**
- **Christmas**
- **Kwanzaa**

# Awareness Months, e.g.:

- Black History Month (February)
- Women's History Month (March)
- Arab American Heritage Month (April)
- Asian American & Pacific Islander Heritage Month (May)
- Jewish American History Month (May)
- Pride Month (June)
- National Hispanic Heritage Month (Sept-Oct)
- National Disability Employment Awareness Month (October)
- Native American Heritage Month (November)

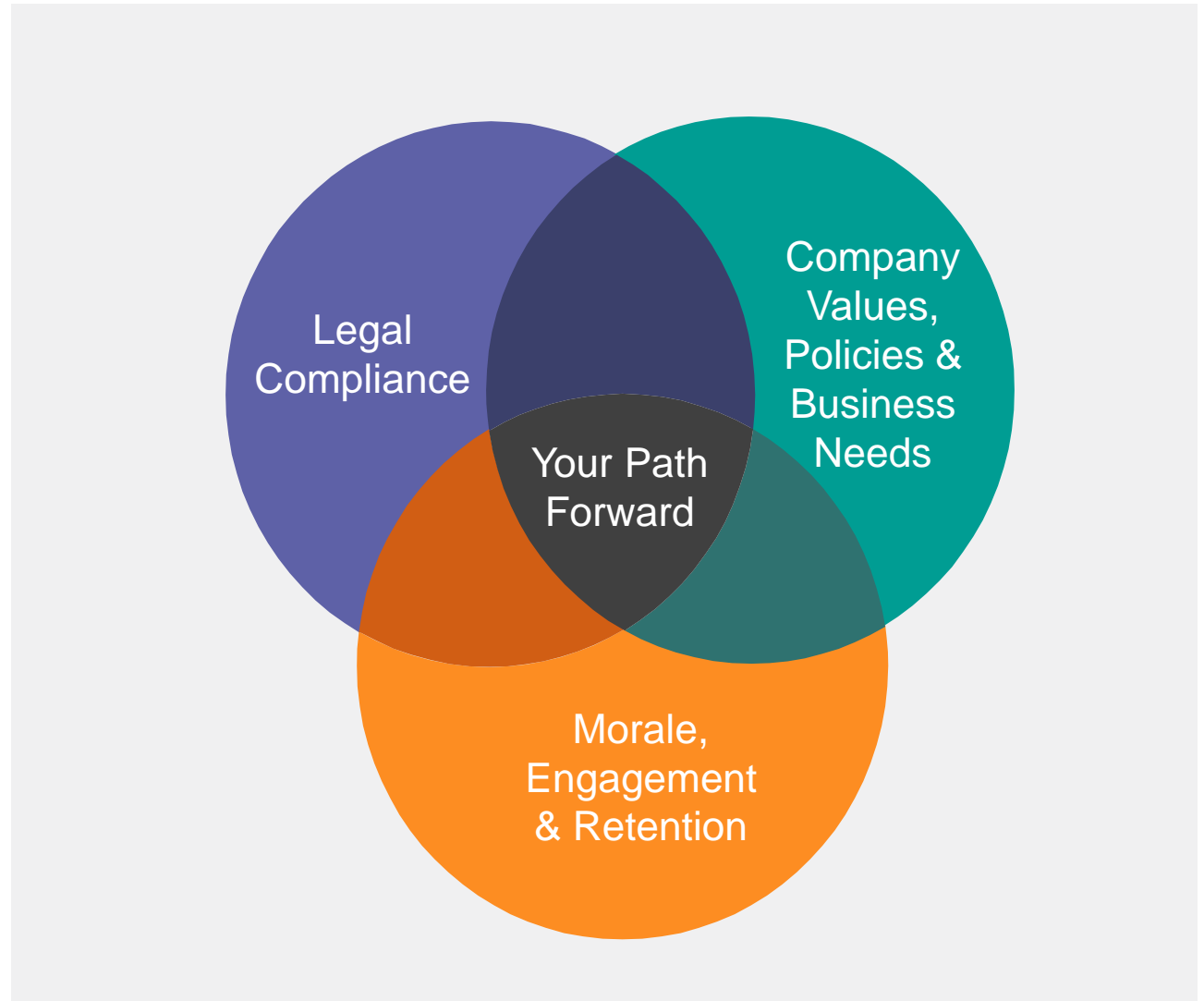


# And more, e.g.



- Transgender Awareness Week
- Italian-American Heritage and Culture Month
- Breast Cancer Awareness Month
- Mental Health Awareness Month

# The Flashpoints Framework



A night sky photograph showing the Milky Way galaxy and a bright star, with a silhouette of trees at the bottom.

**Why Do We Hold Space for These Celebrations?**

# Business Values around Inclusion

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# Recruiting and Retaining Talent

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# Business Development and Reputation

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# The Legal Framework

# The Legal Framework

## Title VII / ADA

- Non-discrimination based on protected classifications
- Accommodation for disabilities and sincere religious beliefs

## State Law Non-Discrimination

- Non-discrimination based on protected classifications (may be broader than federal law)

## NLRA

- Protected concerted activity

## State Laws

- E.g. regarding political expression and off-duty conduct

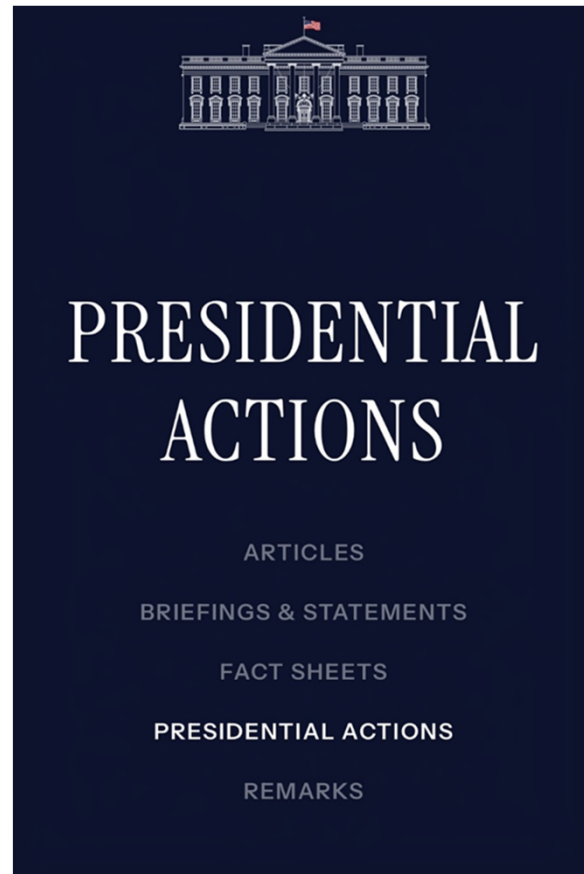
# Legal Framework – Case Law

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# Legal Framework – Executive Orders

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A top-down photograph of various tools and objects arranged on a dark wooden surface. The tools include a hammer with a wooden handle, a claw hammer, a pickaxe, a scythe, a pair of large pliers, a pair of work gloves, a utility knife, a folding pocket knife, a tape measure, a metal cup filled with coffee, and a metal bell. The text "Practical Questions" is overlaid in white on the right side of the image.

# Practical Questions

# Has the Environment Changed for Celebrating?

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# Flashpoints over Pride Celebrations

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# Flashpoints over Which Events to Support

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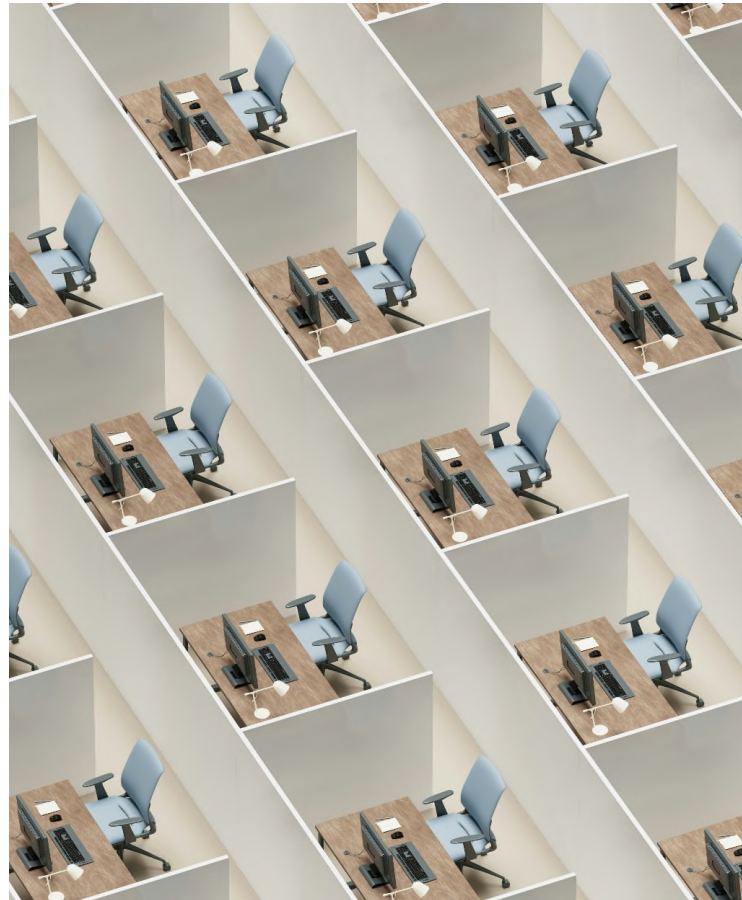


# Controversy over MLK Day, Juneteenth, Indigenous People's Day



# Expression in the Workplace

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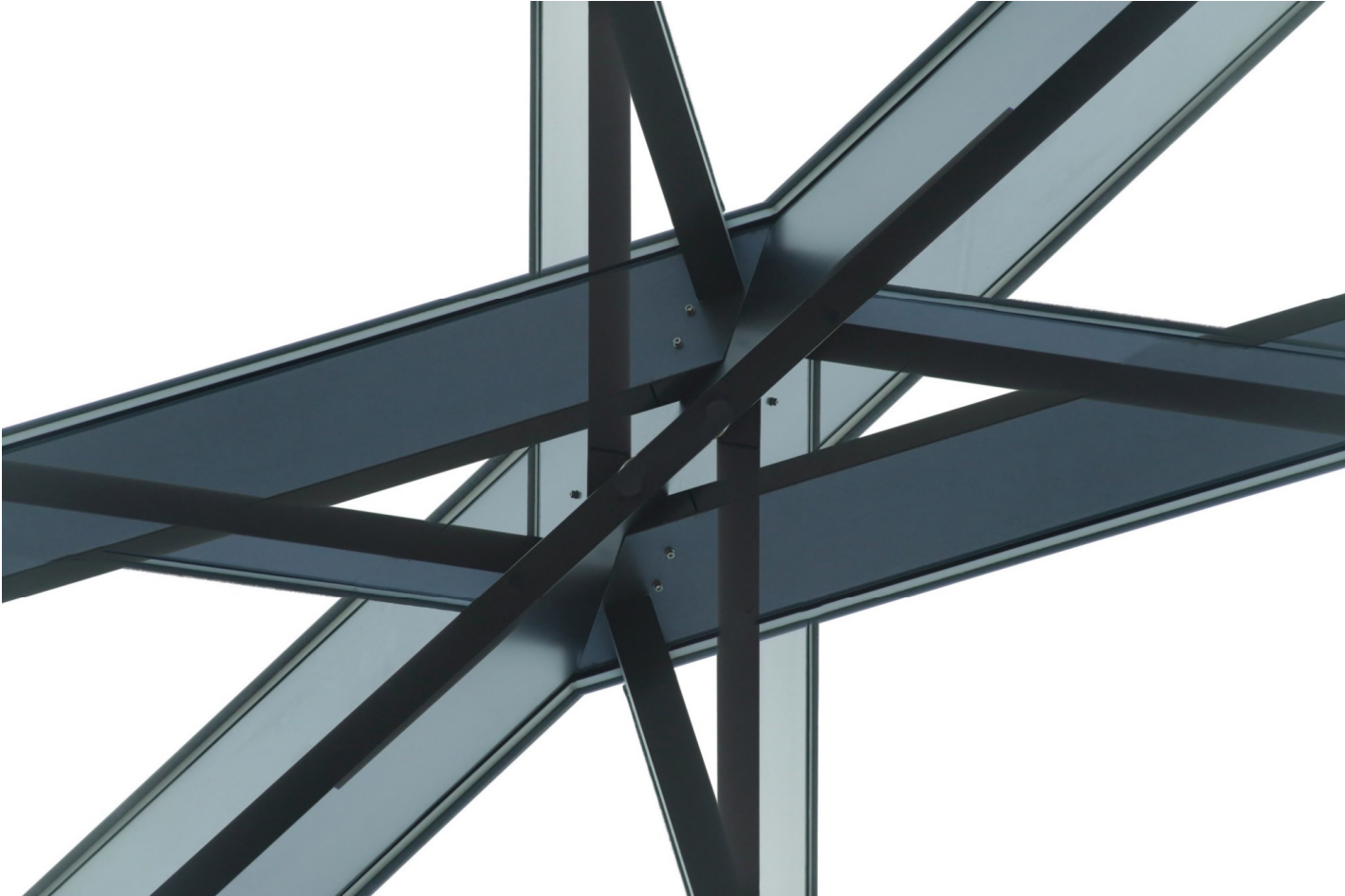


# What about MY holidays?



# What Does Support Look Like?

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# How to Reset

# Policies Can Help

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# Policies for Displays

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# Policy & Process for Religious Accommodations

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# Charter for Employee Resource / Affinity Groups

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## Look for Unifying Themes

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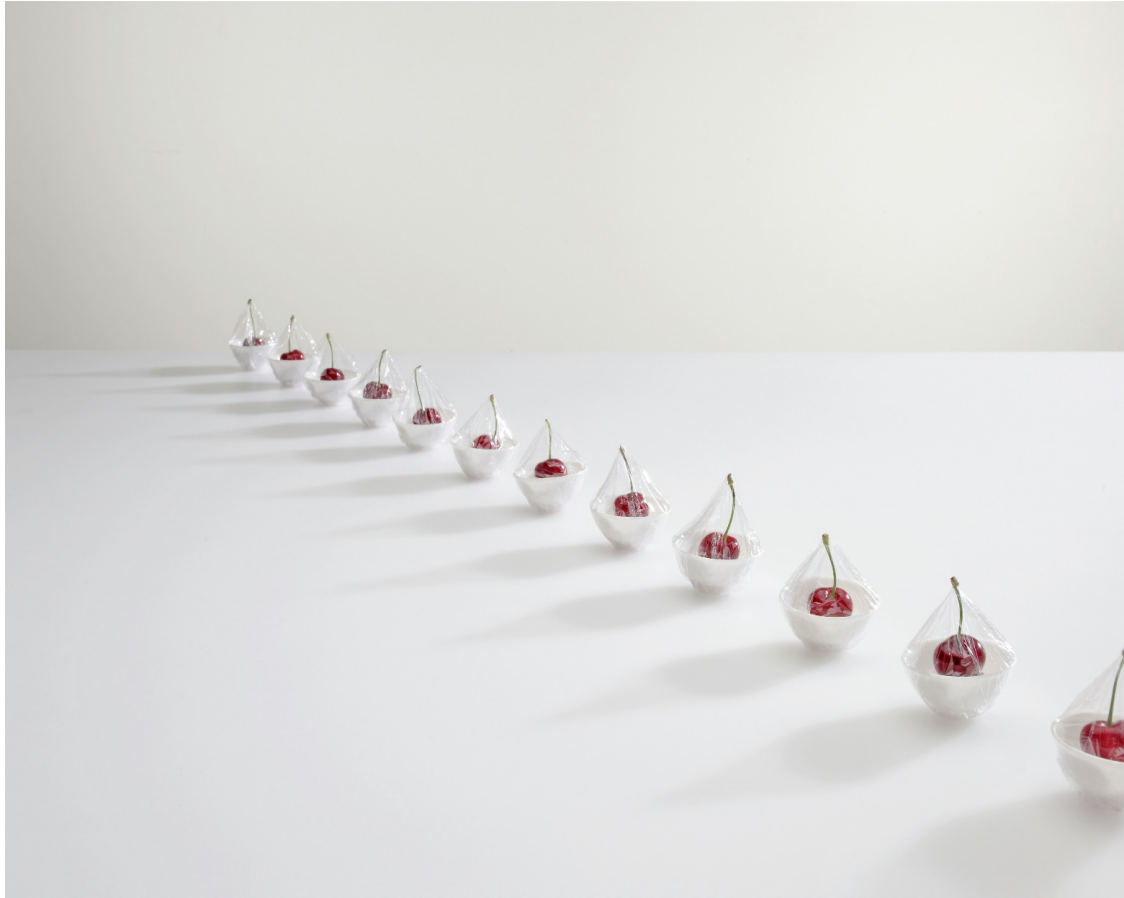
# Aim for a Common Sense Approach

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# Be (Reasonably) Consistent

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# Stay True to Your Organization's Mission

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# Questions?

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thank  
you

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