



# 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

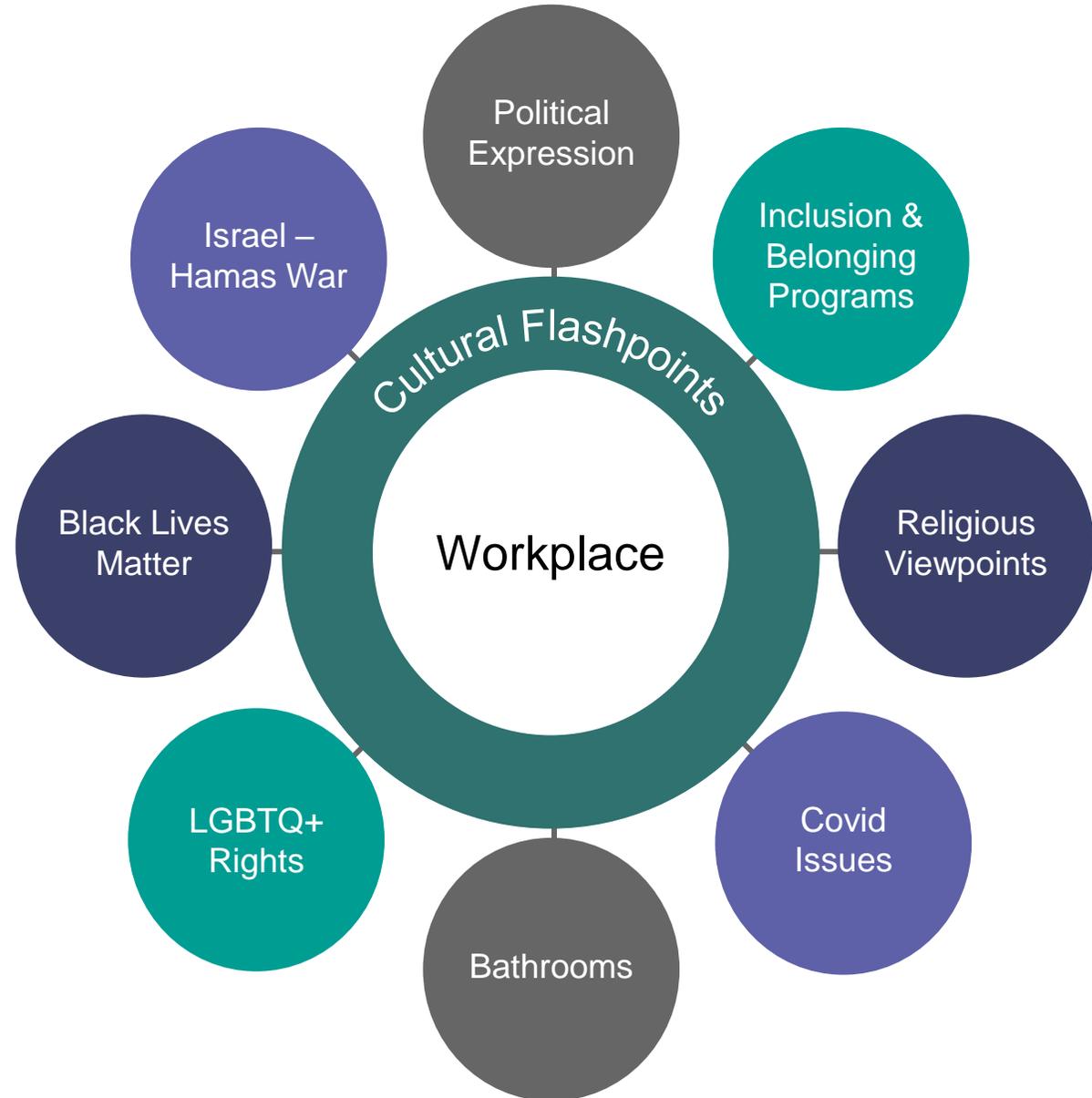
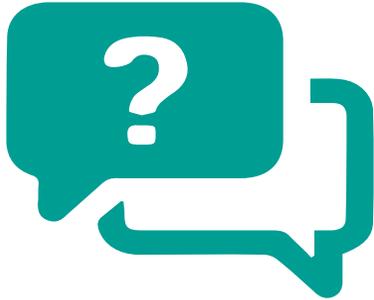
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- Even talking about cultural flashpoints can be tricky
- Please know that we approach these issues today as neutral legal advisors and business partners in order to help our clients
- The viewpoints we discuss today are examples only and not those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

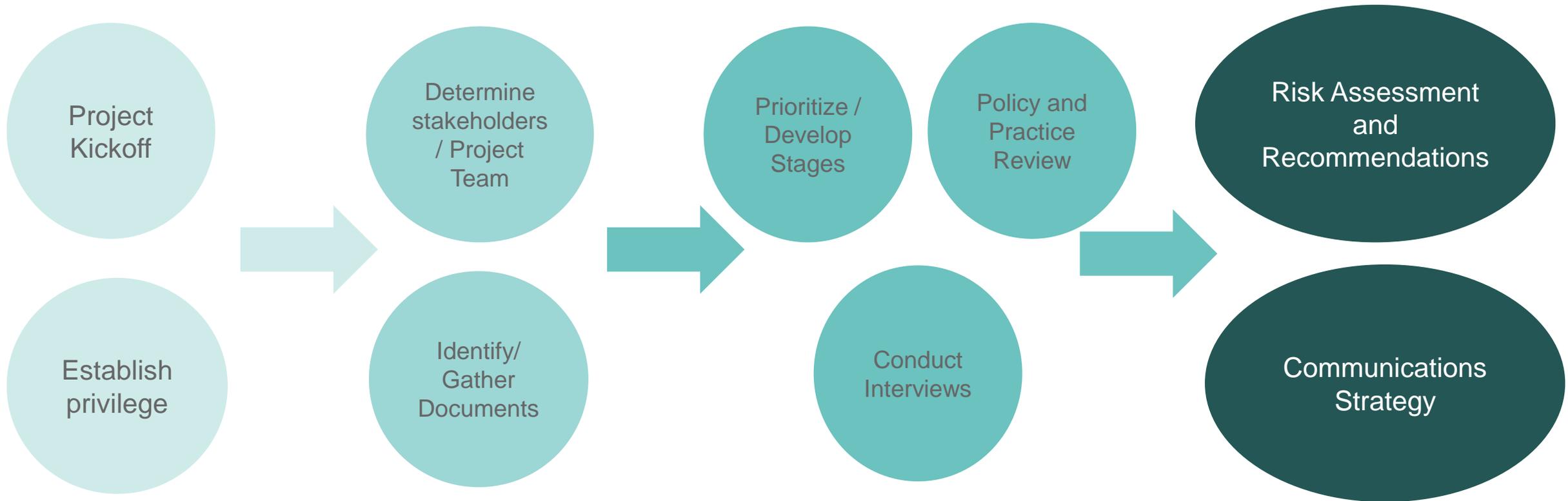
- New administration & political opposition
- International conflicts
- Immigration, travel bans
- Gender-affirming care and transgender rights
- Debates around “DEI”
- Anti-corporate sentiment
- Return to in-person work



# Flashpoints around DEI

# DEI Program Legal Review Process

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## 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

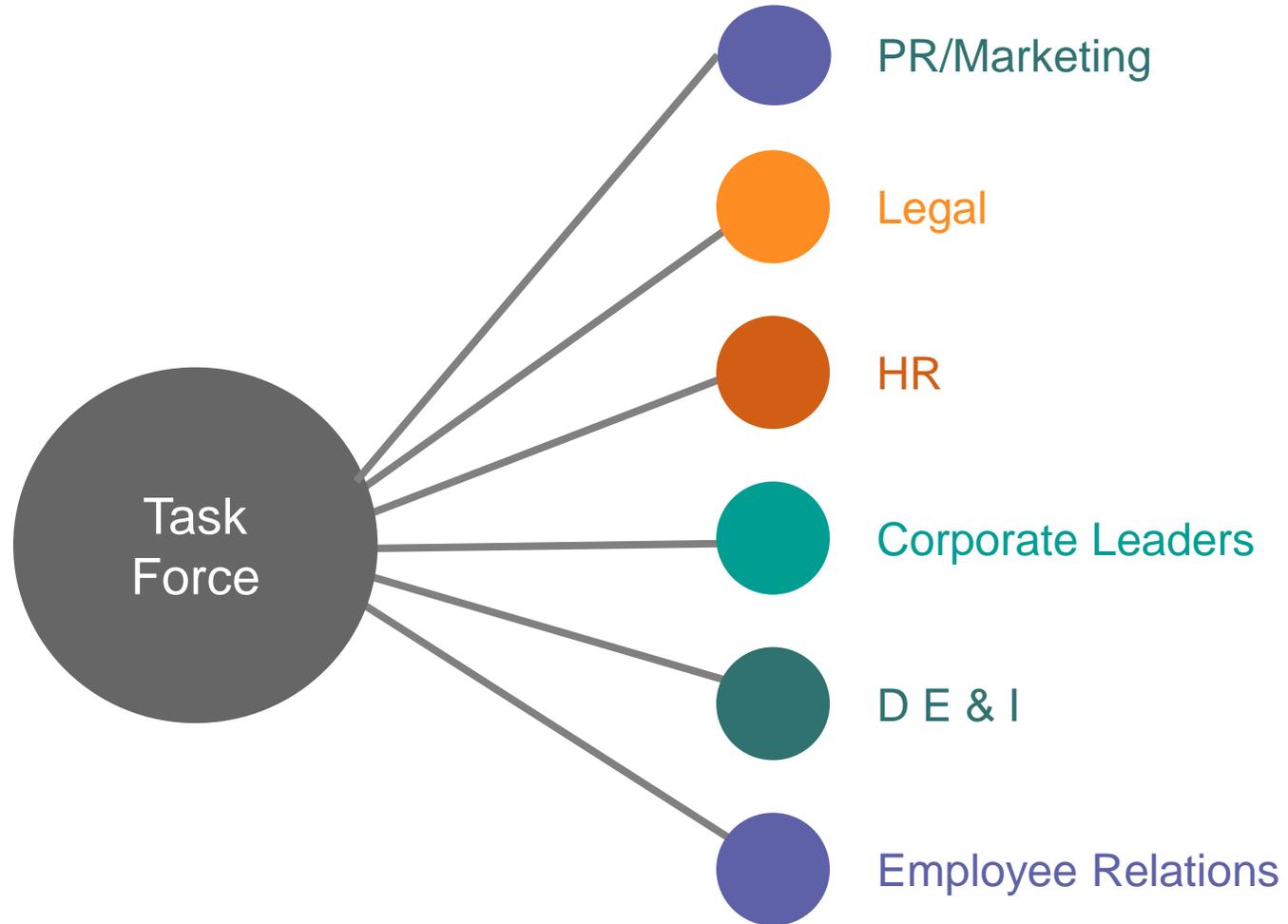
- 1/20 Executive Order (“Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government”)
- 1/27 Executive Order (“Reinstating Service Members Discharged Under the Military’s Covid-19 Vaccination Mandate”)
- 1/29 Executive Order (“Additional Measures to Combat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

A photograph of three people sitting around a wooden table in a meeting room, each using a laptop. The room has wood-paneled walls. A decorative white vase with greenery sits on the table. The image is overlaid with a white grid pattern consisting of a square and a circle.

# What Do Employers Do Now?

# Proactive “Flashpoints” Analysis

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# 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

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**Discrimination  
/  
Harassment  
/  
EEO**

**Respect**

**Political  
Expression**

**Religious  
Accommodation**

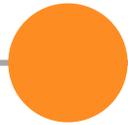
**Social Media**

# Consider Changes to Everyday Policies Too

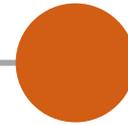
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**Jabber/Slack**



**Speaker  
Guidelines**



**Uniforms**



**Zoom  
Backgrounds**

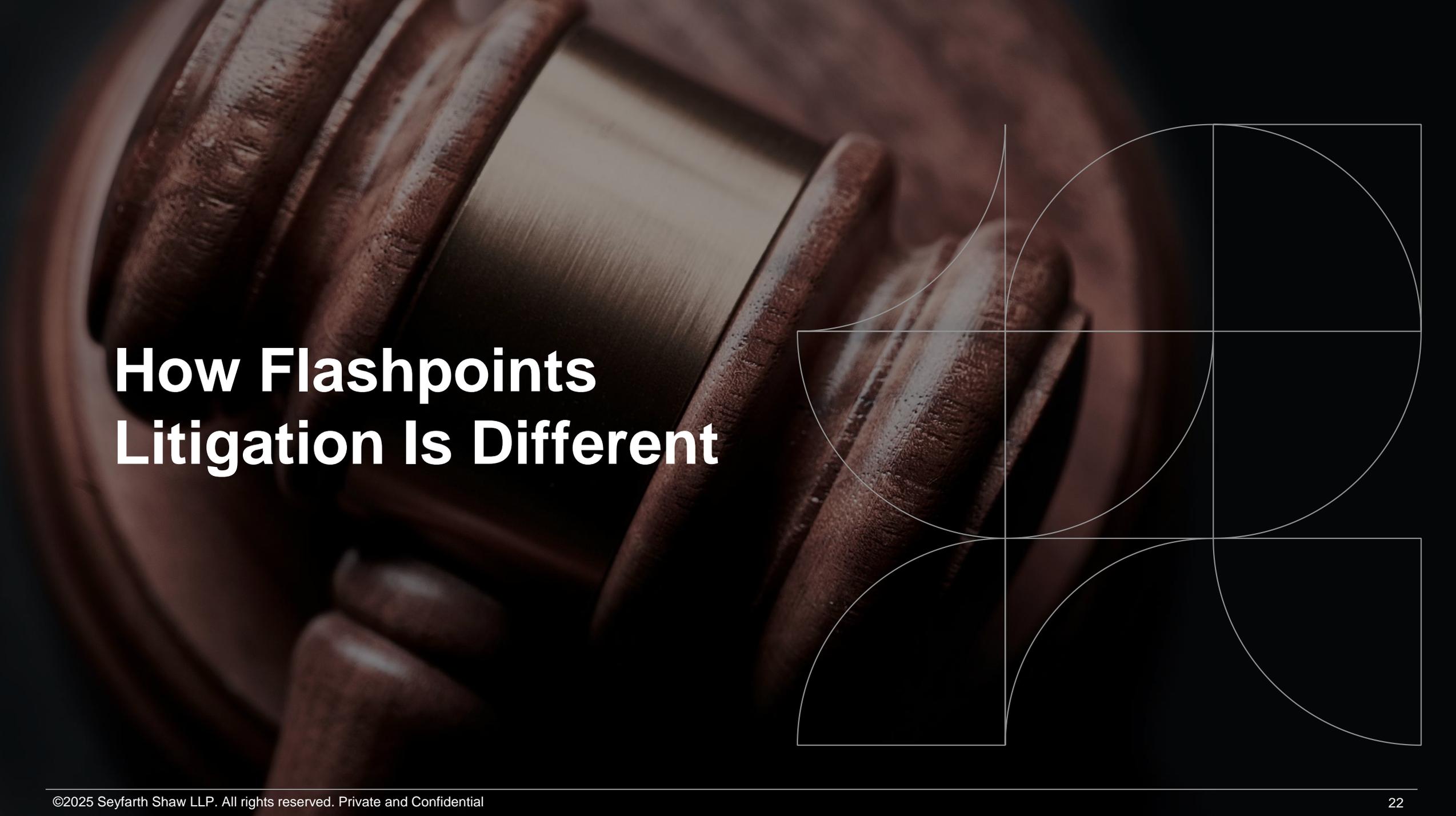


# Training Is Your Secret Weapon



## It's an investment.

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

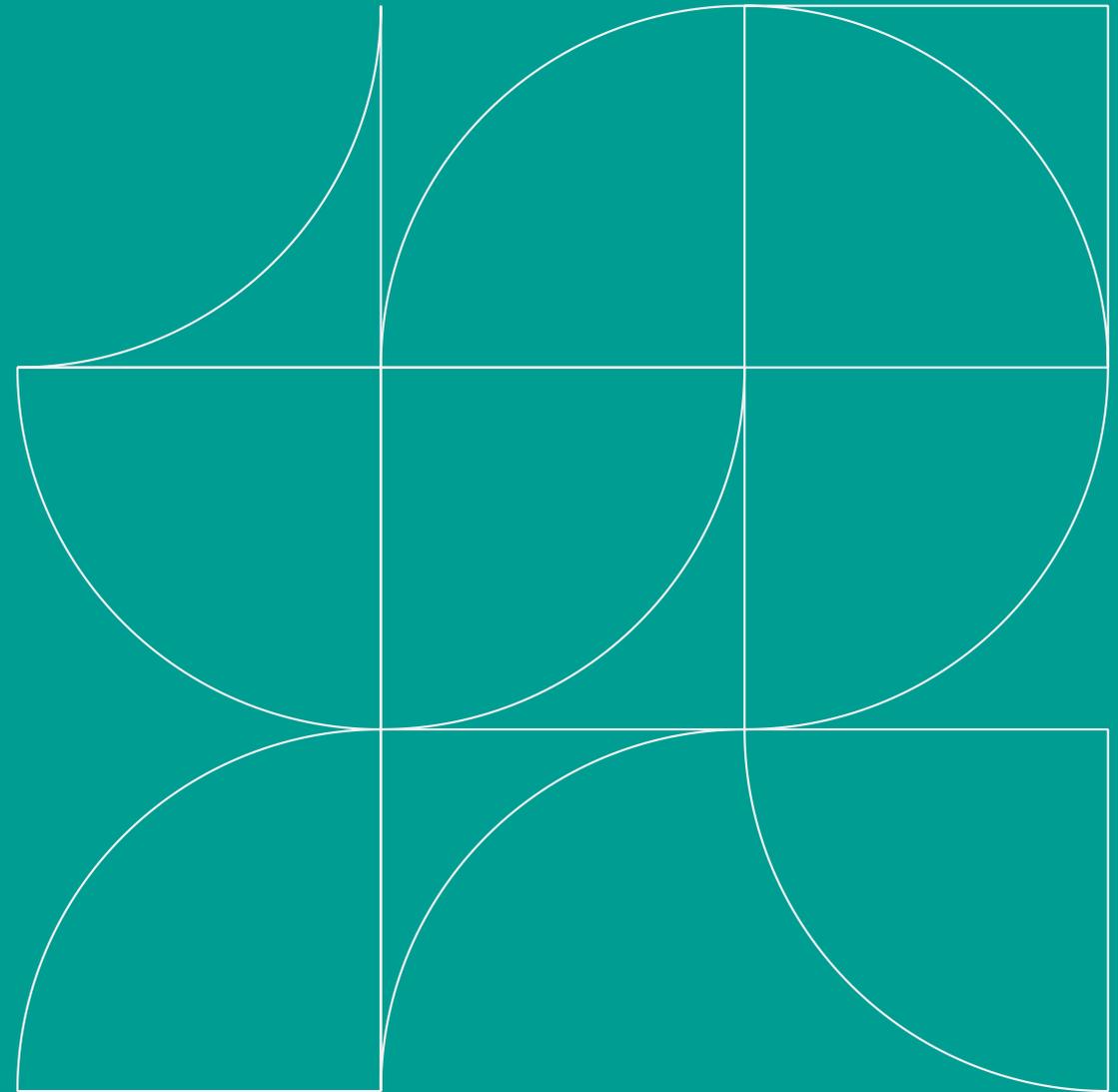


# How Flashpoints Litigation Is Different



# Flashpoints Investigations

**Email us for our  
Flashpoints checklist**





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