

EEOC Issues Proposed Enforcement Guidance on Harassment and Addresses LGBTQ and Racial Employment Issues

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On July 1, 2025, the U.S. Equal Employment Opportunity Commission (EEOC) issued proposed enforcement guidance on harassment and addresses LGBTQ and racial employment issues. The guidance, which is part of the EEOC's ongoing efforts to address workplace harassment and discrimination, is intended to provide employers and employees with clear information about the EEOC's policies and procedures. The guidance covers a wide range of topics, including harassment based on race, sex, and sexual orientation, and provides detailed information on the EEOC's enforcement process, including the filing of charges and the EEOC's investigation process. The guidance also addresses the EEOC's policies on retaliation and the EEOC's efforts to promote diversity and inclusion in the workplace.

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