

Employment Law This Week Episode 343 - SCOTUS Expands Title VII, EEOC's Final PWFA Rule, AI Screening Tools [Video, Podcast]

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This week, we're breaking down the U.S. Supreme Court's (SCOTUS's) new workplace discrimination decision, the Equal Employment Opportunity Commission's (EEOC's) final rule on the Pregnant Workers Fairness Act (PWFA), and how recent artificial intelligence (AI) hiring tools have violated federal anti-bias laws.

SCOTUS Expands Title VII's Reach

Last Wednesday, SCOTUS held that employees do not have to prove "significant harm" in order to support a workplace bias claim.

EEOC Releases Final Rule for PWFA

On April 15, the [EEOC published its final rule](#) and guidance to implement the PWFA. This law requires most employers with a workforce of 15 or more to make reasonable accommodations for pregnant employees.

EEOC Weighs In on AI Screening Tools

The EEOC recently argued in federal court that a software company that provides AI hiring tools is an "employment agency" and can be held liable for Title VII violations if its AI tools unfairly screen out applicants in protected categories.

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