



MID-YEAR REVIEW OF EEOC ENFORCEMENT LITIGATION AND STRATEGY FY 2026

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**TUESDAY, APRIL 7, 2026
11:30 AM TO 12:00 PM CENTRAL**

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TODAY'S SPEAKERS



in



in



in

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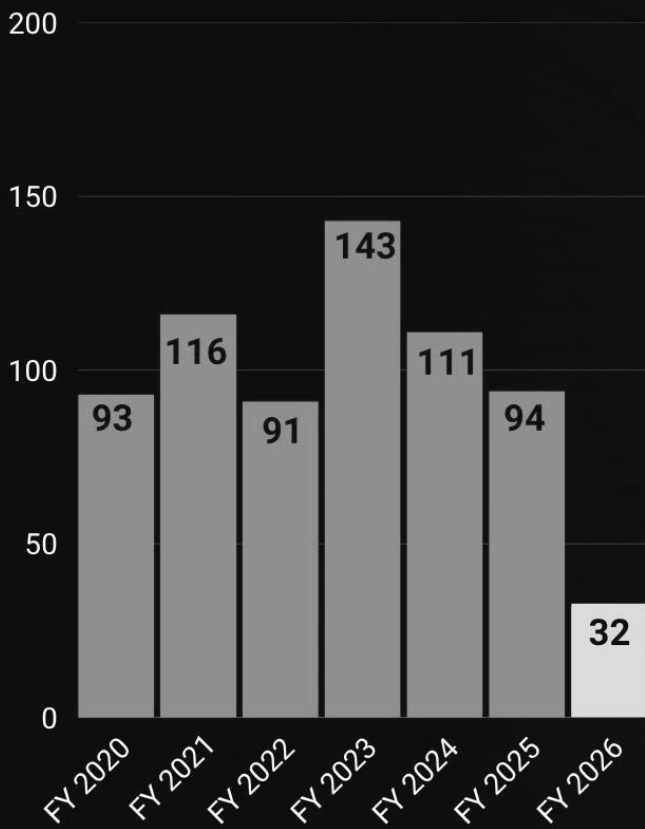
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Today's Agenda

- Analysis Of FY 2026 Filings
- Notable EEOC Lawsuits
- FY 2025 Agency Financial Report

Introduction – New Case Filings



EEOC DISTRICT MAP

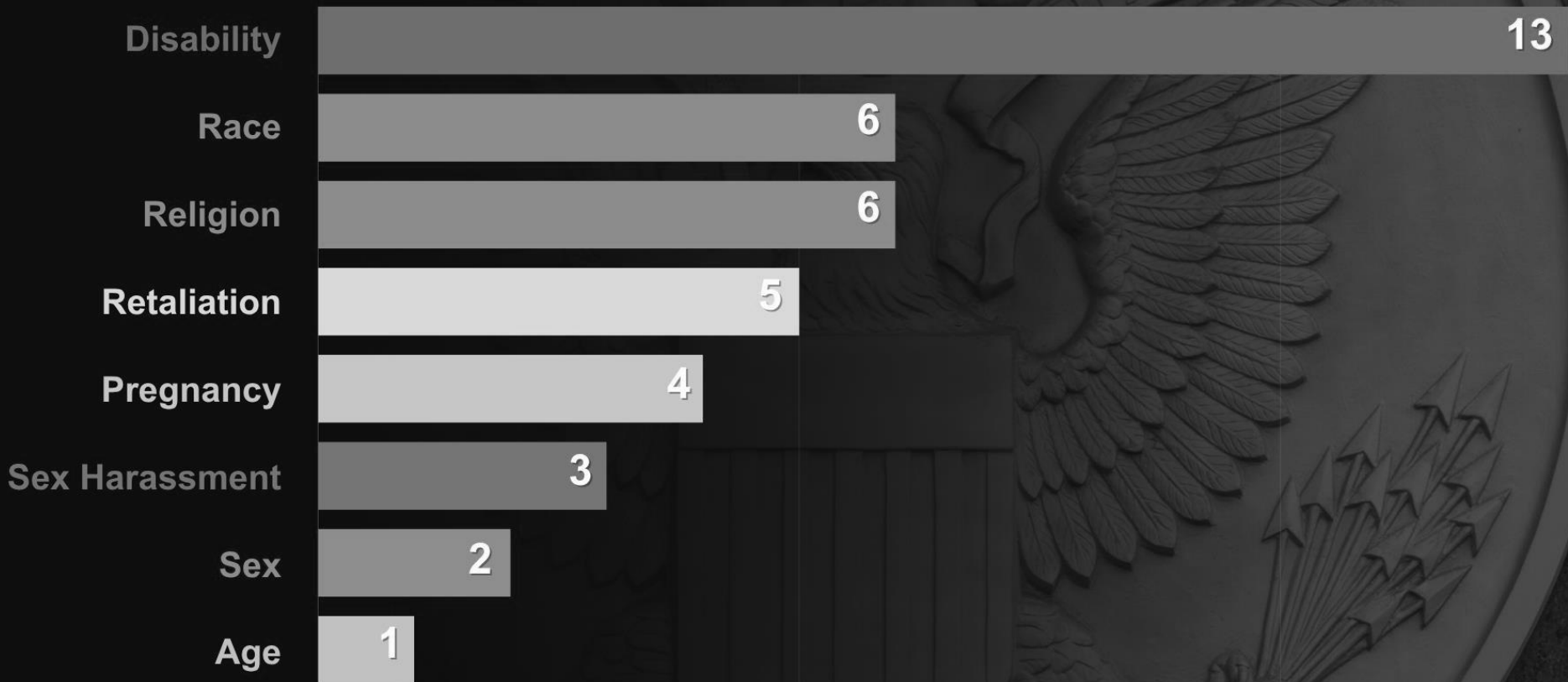
15 DISTRICT OFFICES | 53 FIELD OFFICES



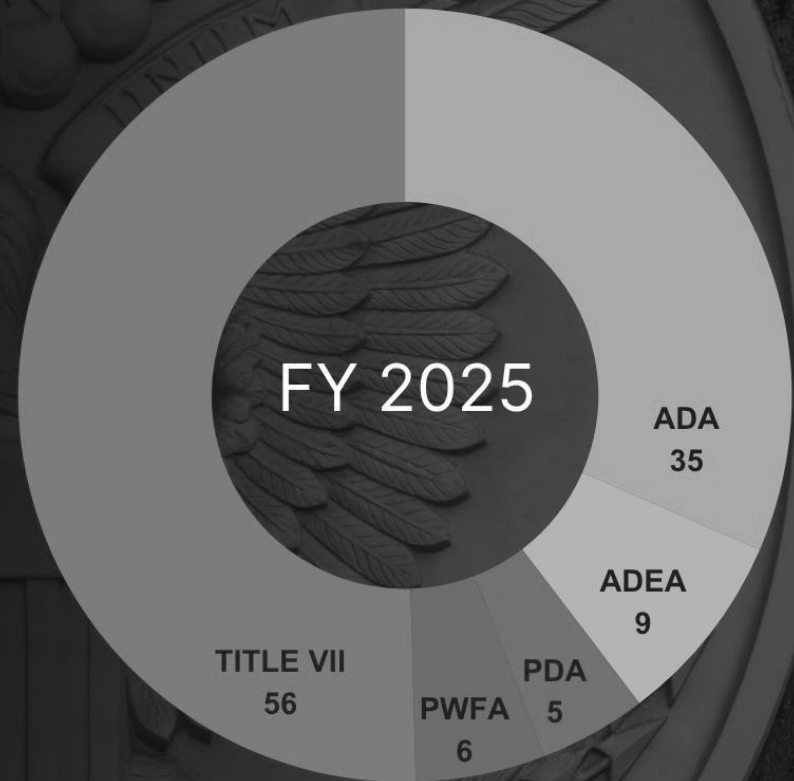
EEOC FY 2026 Lawsuit Filings – By District Office

Atlanta	2
Birmingham	2
Charlotte	1
Chicago	7
Dallas	0
Houston	2
Indianapolis	3
Los Angeles	1
Memphis	1
Miami	1
New York	2
Philadelphia	5
Phoenix	2
San Francisco	2
St. Louis	1

EEOC FY 2026 Lawsuit Filings – By Allegation Basis

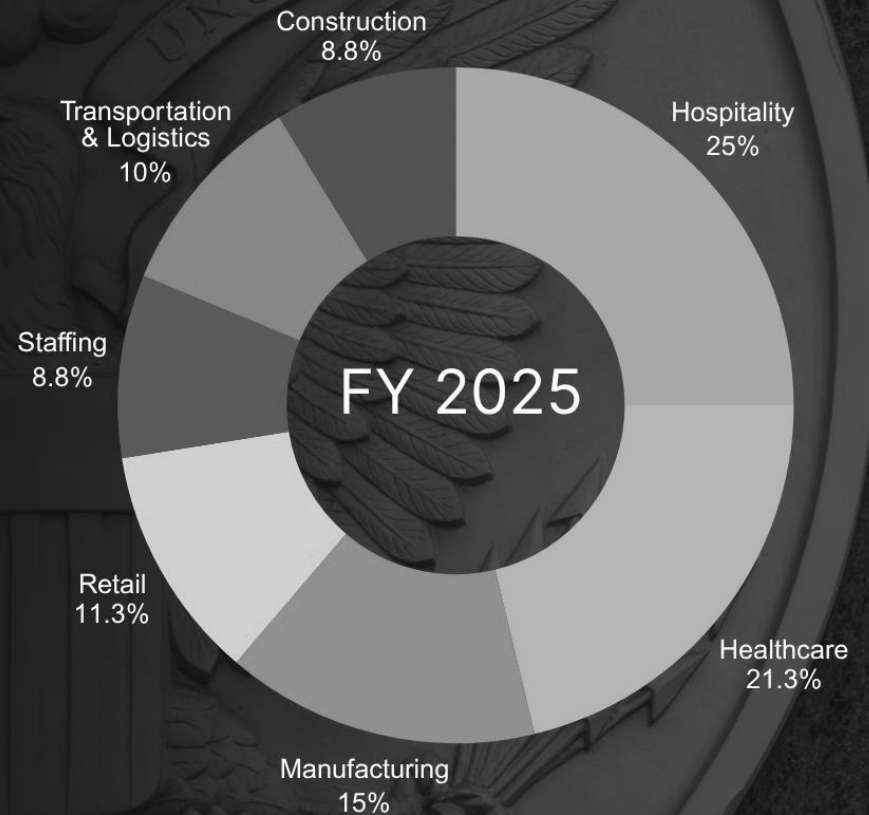
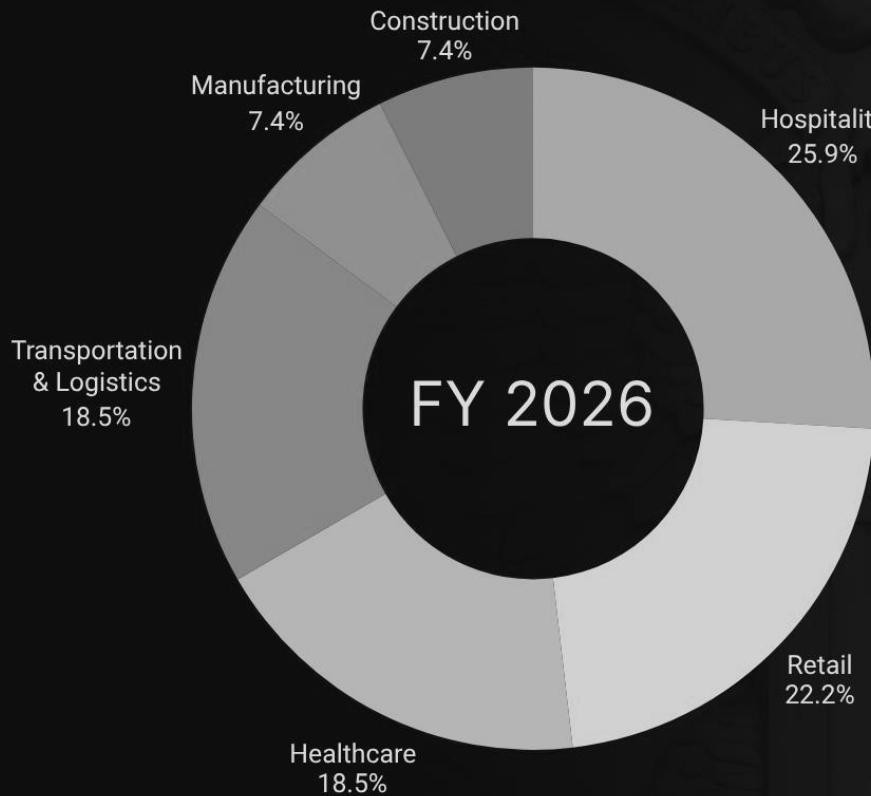


EEOC Lawsuit Filings – By Statute



EEOC Lawsuit Filings – Key Industries Impacted

Industries with more than 2 lawsuit filings



FY 2026 Notable EEOC Filings

Disability Discrimination

- *EEOC v. Schneider National, Inc.*, Case No. 26-CV-905 (D. Md. Mar. 4, 2026)
- Complaint alleges violations of the ADA for failure to reasonably accommodate an applicant with PTSD by denying her request to bring her service dog to work and withdrawing its job offer because of her disability.

FY 2026 Notable EEOC Filings

Religious Discrimination

- *EEOC v. Blue Eagle Contracting, Inc.*, Case No. 26-CV-226 (D. Nev. Mar. 31, 2026)
- Complaint alleges violations of Title VII for failure to return a Christian employee truck driver to a weekday shift so he could attend Sunday morning church services.

FY 2026 Notable EEOC Filings

Race Discrimination

- *EEOC v. Ourisman Cars Management Company, LLC, et al.*, Case No. 26-CV-1233 (D. Md. Mar. 27, 2026)
- Complaint alleges race discrimination in violation of Title VII after a finance manager at one of the defendants' car dealerships repeatedly used racially offensive language toward Black salesmen in 2023.

FY 2026 Notable EEOC Filings

Race Discrimination

- *EEOC v. Nike*, Case No. 26-MC-128 (E.D. Mo. Feb 4, 2026)
- The EEOC filed a complaint to enforce a subpoena related to claims alleging race discrimination against white workers through DEI programs.
- The agency seeks to compel Nike's compliance with a May 2024 subpoena then-commissioner Andrea Lucas issued pointing to workforce representation quotas.

2022-2026 EEOC Strategic Plan

Every four years, the EEOC prepares a Strategic Plan (“SP”) that guides how it will improve internal operations to enforce federal anti-discrimination laws.

2022-2026 Strategic Plan: Four Areas Of Focus

- By FY 2025, up to 90% of EEOC conciliated and litigation resolutions will contain targeted, equitable relief
- Between FY 2022 and 2026, the Commission will endeavor to favorably resolve at least 90% of its enforcement lawsuits
- The EEOC is poised to expand its capacity to prosecute systemic lawsuits
- The EEOC will provide training to all field staff on identifying and investigating systemic discrimination

2024-2028 Strategic Enforcement Priorities

The EEOC **Strategic Enforcement Plan** (“SEP”) is a statement of the EEOC’s priorities, while the Strategic Plan (“SP”) is an explanation of how those priorities will be effectuated.



FY 2025 Agency Financial Report

A Shift In Strategic Priorities

1. Rooting out unlawful race and sex discrimination arising from or related to DEI programs, policies, and practices.

- Letters sent to 20 law firms requesting information about their DEI-related employment practices
- Settlement involving four law firms regarding inquiry into DEI practices and potential disparate treatment in employment processes
- Technical assistance documents focused on educating the public about unlawful discrimination related to DEI
 - “What To Do If You Experience Discrimination Related to DEI at Work”
 - “What You Should Know About DEI-Related Discrimination at Work”

WHAT TO DO IF YOU EXPERIENCE DISCRIMINATION RELATED TO DEI AT WORK



Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on protected characteristics such as race and sex. Different treatment based on race, sex, or another protected characteristic can be unlawful discrimination, no matter which employees are harmed. Title VII's protections apply equally to all racial, ethnic, and national origin groups, as well as both sexes.

FY 2025 Agency Financial Report

A Shift In Strategic Priorities

2. Protecting American workers from unlawful national origin discrimination involving preferences for foreign workers.

- Anti-American bias announced as a key priority
- EEOC Chair Andrea Lucas: “Many employers have policies and practices preferring illegal aliens, migrant workers, and visa holders or other legal immigrants over American workers—in direct violation of federal employment law prohibiting national origin discrimination.”
- **\$1.4 million settlement** to resolve a national discrimination lawsuit filed by the EEOC entitled *EEOC v. LeoPalace Guam Corp.*, No. 25-CV-4 (D. Guam)

FY 2025 Agency Financial Report

A Shift In Strategic Priorities

3. Defending women's sex-based rights at work.

▪ Investigations

- **\$6.7 million** to resolve a nationwide Title VII (female, including pregnancy), EPA, and ADEA investigation
- **\$1.2 million** to resolve a systemic investigation for the charging party and a class of Hispanic employees

▪ Litigation

- **\$3.1 million**: *EEOC v. Waste Industries U.S.A., LLC, et al.*, No. 23-CV-4293 (N.D. Ga.)
- **\$2.17 million**: *EEOC v. SkyWest Airlines*, No. 22-CV-1807 (N.D. Tex.)
- **\$1.6 million**: *EEOC v. Security Engineers, Inc.*, No. 23-CV-01213 (N.D. Ala.)
- **\$1.4 million**: *EEOC v. Kane's Furniture, LLC*, No. 23-CV-02067 (M.D. Fla.)

FY 2025 Agency Financial Report

A Shift In Strategic Priorities

4. Supporting religious liberty by protecting workers from religious bias and harassment and protecting their rights to religious accommodations at work.

- **Antisemitism in Higher Education**

- EEOC Fact Sheet: “What To Do If You Face Antisemitism at Work”
- **\$21 million class settlement** with Columbia University to resolve national origin, religion, and/or race allegations

- **COVID-19 Vaccine Mandates**

- **\$2.8 million** to resolve a systemic investigation against UT-Battelle
- **\$1.74 million** to resolve an investigation
- **\$1 million** to resolve class-wide investigation via conciliation

- **Religious Accommodation**

- **\$850,000** to resolve a Title VII lawsuit against the Venetian Resort

FY 2025 Agency Performance Report

On April 6, 2026, the EEOC published its FY 2027 Agency Performance Plan (“APP”) and FY 2025 Agency Performance Report (“APR”)

- **\$660 million** recovered through administrative enforcement and litigation for 17,680 alleged victims of discrimination
 - **\$528 million** recovered through pre-litigation enforcement process – the highest amount in the agency’s 60-year history
 - **\$104.6 million** for federal employees and applicants
 - **\$55 million** recovered as a result of systemic investigations
 - **\$27 million** through resolution of 120 merits lawsuits
- **Pattern-Or-Practice Priority: \$10.8 million** obtained through the resolution of 13 systemic lawsuits, and **six** new systemic lawsuit filings
- **Artificial Intelligence:** the agency is utilizing AI technologies to streamline testimony management and court reporting and assist with administrative tasks.

CLASS ACTION DEFENSE TEAM

EEOC AND GOVERNMENT ENFORCEMENT LITIGATION REVIEW 2026



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thank you



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