

5 Ways New Federal EOs & Policies Impact HR Practices

What's Changed and What You Should Do

Since the new presidential administration took office earlier this year, a series of executive orders (EOs) and policy shifts have affected the workplace. HR professionals are at the forefront of interpreting these changes and guiding their organizations through the evolving landscape.

45 percent of employees rely on HR to help them understand how policy changes affect them.

This guide outlines key areas where these changes may impact your HR practices and provides actionable steps to address them.

The information should be considered advisory only. Please consult your legal counsel to determine the best course of action for your organization

1 Recruiting and Hiring

▶ What Changed

Federal scrutiny has increased on employment practices that could be seen as favoring or excluding candidates based on protected traits.

▶ What to Do About It

Standardize hiring criteria and interview processes. Audit hiring processes to ensure selection is based on skill or job-related criteria.

2 Employee Resource Groups (ERGs)

▶ What Changed

EEOC guidance warns that limiting ERG participation by protected class may constitute unlawful segregation.

▶ What to Do About It

Ensure ERGs are open to all employees. Clearly communicate open membership policies across the organization.

3**Immigration and Work Authorization**

► What Changed

Immigration enforcement activity is increasing, with more frequent audits of Form I-9 compliance and some workplaces experiencing immigration raids.

► What to Do About It

Review your I-9 processes and ensure compliance. Train managers on immigrant worker protections and consider support resources for affected employees.

4**Learning and Development**

► What Changed

EEOC scrutiny of DEI training has increased, especially if it implies different treatment based on protected traits.

► What to Do About It

Shift from mandatory identity-based training to training focused on skill-building and workplace behavior grounded in inclusive principles.

5**Leadership and Career-Development Programs**

► What Changed

Programs targeting specific races or genders (e.g., scholarships, mentorships, leadership tracks) may be viewed as exclusionary or discriminatory under the EEOC's interpretation of Title VII.

► What to Do About It

Open access to all employees and base participation on objective factors like performance or interest. Avoid any language or policies that imply demographic preference.

Stay on Top of Policy Changes

- Seramount's Federal Policy, Strategy, and Crisis Communication Resource Center has the resources you need.

- [Contact us](#) to learn how we can support your HR team in navigating these changes.