



SpencerFane®

## WorkSmarts Virtual Seminar: September 2026

August 24, 2026

11:30 am CT – 2:00 pm CT

Join [Brittainy Joyner](#), [Catherine Weiss Butto](#), [Servando Sandoval](#), and [Pablo Orozco](#) virtually as they tackle two of the hottest topics in the labor and employment world. Our speakers will take a closer look at the Pregnant Workers Fairness Act (PWFA), including who it protects, employer compliance obligations, and how courts and the Equal Employment Opportunity Commission (EEOC) are shaping its application. In addition, our team will discuss the current legal framework governing workplace discrimination and DEI programs, recent federal developments, emerging enforcement trends, and challenges to executive authority.

### **Pregnant Workers Fairness Act | 11:30 a.m.–noon**

Accommodating pregnancy in the workplace is not a matter of goodwill: it is a matter of law, and the stakes have never been higher. This fast-paced session will break down who the Pregnant Workers Fairness Act (PWFA) protects, what employers must do to comply with it, and how the Equal Employment Opportunity Commission (EEOC) and courts are defining the line between compliance and violative conduct. You will leave this presentation with an understanding of the complaint and enforcement process and an introduction to the broader web of pregnancy discrimination legislation. Whether you advise employers or manage a workforce, you will be ready to act before a charge lands on your desk.

## **DEI and Anti-Discrimination: Updates on Changing Obligations and Enforcement | 1-2 p.m.**

Employers are navigating a rapidly evolving landscape as federal agencies, courts, and executive branch officials reassess the legal boundaries of diversity, equity, and inclusion (DEI) initiatives and anti-discrimination obligations. Recent executive actions, shifting enforcement priorities, and legal challenges have created uncertainty regarding workplace policies, hiring and promotion practices, employee resource groups, training programs, and other initiatives designed to support workforce inclusion.

Join the Labor and Employment attorneys at Spencer Fane for an overview of the current legal framework governing workplace discrimination and DEI programs, recent federal developments, emerging enforcement trends, and challenges to executive authority. The program will conclude with practical recommendations to help employers evaluate risk, maintain compliance, and confidently navigate this changing regulatory environment.