

# WEBINAR

## Digging Into Disparate Impact and Disparate Treatment After EO 14281



### **SPEAKERS**

T. Scott Kelly (Birmingham)  
Nonnie L. Shivers (Phoenix)  
Lisa England, *Moderator*



### **DATE**

Wednesday, June 18, 2025



### **TIME**

11:00 a.m. – 12:00 p.m. Pacific  
12:00 p.m. – 1:00 p.m. Mountain  
1:00 p.m. – 2:00 p.m. Central  
2:00 p.m. – 3:00 p.m. Eastern



### **COST**

\$99.00  
Complimentary for  
Ogletree Deakins clients

On April 23, 2025, President Trump issued Executive Order (EO) 14281, “Restoring Equality of Opportunity and Meritocracy,” which established a new federal policy to “eliminate the use of disparate-impact liability theory in all contexts.” EO 14281 continues the current administration’s shift in enforcement priorities regarding employment discrimination laws that affect all employers. This webinar will clarify the differences between disparate treatment and disparate impact and examine how these changing priorities create new risks for employers and impact their hiring, promotion, termination, and other compliance practices. The speakers will share insights on how a proactive, data-driven approach to assessing and managing legal risk can help employers prepare for enforcement actions by federal and state agencies, as well as private plaintiffs.

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Instructions for participation will be circulated before the webinar. If you have questions about the availability of CLE credits, please email [cle@ogletree.com](mailto:cle@ogletree.com). To request an accommodation for a disability, please email [accessibility@ogletree.com](mailto:accessibility@ogletree.com) as soon as possible.