

## Legislative Update APRIL 2025\*

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### **TRUMP ADMINISTRATION ACTIONS IN 2025 AFFECTING HR PROFESSIONALS**

During 2025, President Donald Trump has taken actions impacting the HR profession, including:

*January 20th. Executive Order (EO) 14151: “Ending Radical and Wasteful Government DEI Programs and Preferencing.”* This order called for the termination of “all discriminatory programs” -- specifically referencing diversity, equity, and inclusion (DEI) -- in the federal government.

What It Means for HR: By calling for the termination of DEI programs labeled as discriminatory, EO 14151 may affect federal hiring practices, employee training initiatives, and equitable workplace development strategies. In response, SHRM developed the Belonging Enhanced by Access through Merit (BEAM) Framework to help organizations comply with the orders by using merit-based hiring to build a more inclusive workforce. See SHRM’s website for more details.

*January 20th. EO 14168: “Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.”* This order defined sex in binary terms (male and female). In response, the U.S. Equal Employment Opportunity Commission (EEOC) announced that it is “returning to its mission of protecting women from sexual harassment and sex-based discrimination” and rolling back the “gender identity agenda.”

What It Means for HR: The implementation of EO 14168 and the EEOC’s response could change how some HR professionals approach EEO-1 reporting -- mandatory annual data collection required by the EEOC -- particularly in the identification of employees by sex.

*January 21st. EO 14173: “Ending Illegal Discrimination and Restoring Merit-Based Opportunity.”* This order rescinded EO 11246’s affirmative action requirements based on race and sex for federal contractors. It also encouraged the private sector to “end illegal discrimination and preferences.”

What It Means for HR: HR must focus on merit-based employment practices and remain vigilant in identifying and eliminating all illegal discrimination, including so-called reverse discrimination. See SHRM’s website for a “How To Guide” on how to build effective, legally compliant programs at <https://www.shrm.org/topics-tools/tools/how-to-guides/how-to-build-effective-legally-compliant-inclusion-diversity-programs>.

Source: Society for Human Resource Management

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