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## EEOC PRIORITIES SHIFTING UNDER THE TRUMP ADMINISTRATION

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The Equal Employment Opportunity Commission (EEOC) has long stood as the federal watchdog for workplace equality. Recently, however, reports have emerged suggesting a significant realignment of the agency's focus. Field staff and investigators report facing intense pressure from leadership to pursue cases that align directly with the Trump administration's political priorities.

For decades, the agency operated with a firewall protecting it from political interference. Now, resources are reportedly being redirected toward cases involving white racial discrimination and antisemitism on college campuses. This shift raises profound concerns about the agency's impartiality, its

allocation of already thin resources, and its adherence to its core mission of enforcing civil rights laws for all Americans.

The employment law attorneys at Barrett & Farahany examine the changing landscape of the EEOC and what it means for the American workforce.



## **The Historical Role and Mission of the EEOC**

Created by the Civil Rights Act of 1964, the EEOC was established to administer and enforce civil rights laws against workplace discrimination. The agency investigates discrimination complaints based on an individual's race, color, national origin, religion, sex, age, disability, and genetic information.

An independent EEOC is vital to ensuring that civil rights laws are enforced fairly and objectively. Historically, the commission has maintained strict separation from the White House to prevent political agendas from dictating legal enforcement. This independence is essential for maintaining public trust and ensuring that the most vulnerable workers have a dedicated advocate against systemic discrimination.

## **How the Trump Administration is Influencing the EEOC**

Current and former EEOC employees have spoken out about a drastic shift in the agency's operations. More than a dozen staff members, representing both political parties, report that field investigators are being heavily pressured to fast-track specific types of cases. Specifically, leadership is pushing for actions that target white racial discrimination and antisemitism

on college campuses, often moving these cases ahead of traditional discrimination complaints.

Staff members allege that the commission's Republican chair, Andrea Lucas, has actively recast the agency to carry out President Trump's executive orders. Notably, Ms. Lucas has been providing regular updates on major cases directly to the White House. This contact breaks the traditional firewall that insulated the agency from presidential authority...

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