

The EEOC Proposed Strategic Enforcement Plan

The U.S. Equal Employment Opportunities Commission (EEOC) released a draft of its [Strategic Enforcement Plan](#) (SEP) for FY 2023-2027. The SEP is focused on racial and economic enforcement priorities which includes: expanding protected categories for the vulnerable and underserved who may be unaware or reluctant to exercise their rights, refining recruitment and hiring practices, and addressing emerging issues related to discrimination associated with the COVID-19 pandemic and other threats to public health, violations of the newly enacted Pregnant Workers Fairness Act of 2022, and technology-related employment discrimination.

The goal of the SEP is to positively improve employer practices by targeting enforcement activities to be proactive in clarifying employment laws and eliminating unlawful employment practices. The EEOC is accepting public comments until February 9, 2023, and will conclude with a final rule after review.

MedTrainer’s Documents and Policies Management module is an excellent tool for distributing employer policies related to harassment and code of conduct expectations, as well as distributing the guidance and support staff need to comply with existing and new regulations as they evolve in the new year.

MedTrainer’s learning library is also an excellent resource for providing mandated harassment training and increasing awareness with courses such as reducing the stigma generated by the pandemic, cultural diversity and inclusion, as well as overcoming implicit bias. You can find more courses in the MedTrainer course catalog by checking the Equal Employment Opportunity Commission (EEOC) box under Regulatory Compliance.

