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February 28, 2025

February Tip of the Month: Federal Court Issues Nationwide Injunction Against Executive Orders on DEI Initiatives



On February 21, 2025, a federal district court issued a nationwide injunction temporarily blocking the enforcement of January 2025 Executive Orders (EOs) targeting diversity, equity, and inclusion (DEI) initiatives.

The court's decision suspends the EOs' provisions: (1) requiring federal contractors and grantees to include in every contract or grant award a certification that the contractor or grantee does not operate illegal DEI programs, (2) directing the attorney general to take measures to encourage the private sector to end illegal DEI, and (3) requiring federal agencies to terminate equity-related grants or contracts. Though the injunction may provide temporary relief to employers, employers must continue to exercise prudence with respect to DEI initiatives, as the injunction will likely be appealed and, in the interim, does not prevent government agencies, such as the EEOC, from initiating DEI-related investigations and/or lawsuits. Read our [blog post](#) on this topic for additional information.

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