

# NAVIGATING WORKFORCE COMPLIANCE AFTER EO 14173:

## What Your Organization Needs to Know



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# Staying Compliant:

## Your Essential Post-EO 14173 Checklist

With the revocation of **Executive Order (EO) 11246** through **EO 14173**, federal contractors are no longer required to maintain affirmative action plans for minorities and females.

However, anti-discrimination laws like **Title VII of the Civil Rights Act of 1964** still mandate fair employment practices. Organizations must remain vigilant in ensuring compliance with federal regulations, particularly regarding hiring, compensation, and promotion decisions.

Review our checklist to help your organization understand what policies remain in place, how they impact your operations, and how **Lighthouse Compliance Solutions** can help your organization stay compliant. We are here to help you navigate these changes with expert-driven compliance solutions.

Stay ahead of regulations and mitigate risks—contact us today to ensure your workforce policies remain compliant!



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# What Policies Are Still In Place After EO 14173?

- Title VII of the Civil Rights Act** – Employers cannot engage in discrimination based on race, color, ethnicity, sex, and other protected characteristics.
- Uniform Guidelines on Employee Selection Procedures (UGESP)** – Employers must continue collecting and maintaining applicant and hiring data to ensure fair selection processes.
- EEO-1 & VETS-4212 Reporting** – Required reporting obligations remain for race, ethnicity, and gender under federal and state laws.
- Statistical Workforce Analysis** – While placement goals are no longer required, statistical analysis is still a best practice for assessing non-discriminatory hiring and promotion trends.
- VEVRAA & Section 503 Compliance** – Federal contractors must still maintain affirmative action plans for veterans and individuals with disabilities under these laws.



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# What Does EO 14173 Mean For Your Organization?

- Hiring and Promotion Decisions Still Matter** – The removal of placement goals does not eliminate liability if employment decisions show statistical disparities.
- Data Collection Remains Critical** – Organizations should continue tracking workforce demographics to ensure compliance with Title VII and UGESP requirements.
- Reassess DEI Programs** – Any Diversity, Equity, and Inclusion (DEI) initiatives should align with current anti-discrimination laws to avoid legal risk.
- Federal Reporting Obligations Continue** – Employers must still submit EEO-1 and VETS-4212 reports.
- Proactive Risk Management** – Organizations should document all employment decisions to protect against potential legal challenges and audits.



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# How Can Lighthouse Help Your Organization Stay Compliant?

- Workforce & Compensation Analysis** – Identify potential pay disparities and ensure compensation decisions are based on objective criteria.
- Impact Ratio Analysis** – Evaluate Applicant/Hire, Promotions and Terminations to detect issues.
- EEO-1 & VETS-4212 Reporting Services** – Ensure accurate and timely submissions to remain compliant with federal reporting obligations.
- Statistical Compliance Reviews & Merit Based Opportunity Profile Benchmarking** – Utilize benchmarking instead of placement goals to track fair employment practices without violating new regulations.



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