



Washington Update

Thursday, March 19, 2026 | 12:00 p.m. ET

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Agenda

1. EEOC Updates
2. Student-Athlete Classification Update
3. Immigration Updates



EEOC Updates



1. EEOC rescinded workplace harassment guidance on January 22
 - a) Employers will still be held accountable for workplace discrimination

EEOC Updates

1. EEOC sends letter on DEI and civil rights law compliance to Fortune 500 companies
 - a) Refers to two technical assistance documents from 2025 on Title VII and employment practices framed as DEI

Student-Athlete Classification Update

1. Senate HELP Committee seeking feedback on college athletics and student athlete opportunities
 - a) RFI looking for information on compensation and benefits for student athletes, employment status, etc.



Student-Athlete Classification Update

1. SCORE Act could see House vote soon
 - a) Bill would preempt state and local laws allowing student athletes to be classified as employees
 - b) Path in Senate if passed is unclear

Immigration Updates

1. DHS shutdown ongoing
 - a) USCIS is fee funded, ICE continuing operations on funding provided under OBBBA
2. H-1B lawsuit oral arguments on March 9
3. H-1B lottery selection now wage-weighted
 - a) Rule replaced random lottery with weighted selections, allowing positions with higher wages to receive more entries
 - b) Higher education is still exempt from lottery

Immigration Updates

1. OIRA completed DOL prevailing wage for H-1B rule
 - a) Rule could be published soon
2. Several bills introduced on H-1B program and proclamation
 - a) EXILE Act introduced to eliminate H-1B program
 - b) Welcoming International Success Act introduced to nullify H-1B proclamation
 - c) Sen. Murkowski introduced legislation to exempt public schools from proclamation
 - d) Physicians and the Healthcare Workforce Act introduced to exempt health care workers from H-1B proclamation fee

Have a Question?



Submit questions to our presenters
using the Chat.



Thank You

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