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Update on Reverse Discrimination Claims

Navigating the evolving legal landscape regarding majority group plaintiffs' ability to pursue discrimination claims

The legal landscape surrounding majority group plaintiffs' ability to pursue discrimination claims—so-called “reverse discrimination” claims—has recently shifted significantly. On March 19, 2025, the U.S. Equal Employment Opportunity Commission (EEOC) issued guidance titled, “What You Should Know About DEI-Related Discrimination at Work,” wherein the EEOC opined on diversity, equity, and inclusion policies and programs that it may consider illegal, as well as reverse discrimination claims under Title VII of the Civil Rights Act of 1964. On June 5, 2025, in *Ames v. Ohio Department of Youth Services*, the U.S. Supreme Court unanimously held that majority group plaintiffs do not have to meet a higher evidentiary standard than minority group plaintiffs to support their discrimination claims under Title VII. The Court reaffirmed that all discrimination claims under Title VII must be analyzed under the same standard, regardless of whether the claim is asserted by a majority group plaintiff or a minority group plaintiff.

Join this webcast program for a discussion on the implications of the EEOC's guidance, key takeaways from *Ames*, and other updates regarding reverse discrimination claims.

Agenda

- 12:00 - 12:05 pm, Welcome and Introduction
- 12:05 - 12:20 pm, An Overview of Reverse Discrimination Claims Under Federal and State Law
- 12:20 - 12:40 pm, The EEOC's Guidance Addressing DEI and Reverse Discrimination
- 12:40 - 12:55 pm, The Holding and Implications of *Ames v. Ohio Department of Youth Services*
- 12:55 - 1:15 pm, Landscape of DEI in Today's World
- 1:15 - 1:30 pm, "Ask the Experts" Q&A Session and Key Takeaways

Chair

- Ryan Walid Jaziri, Esq., Morgan, Brown & Joy LLP, Boston

Faculty

- Brian J. MacDonough, Esq., Sherin and Lodgen LLP, Boston
- Robert S. Mantell, Esq., Law Office of Robert S. Mantell, Somerville
- Bryn Sfetsios, Esq., Pontikes Law LLC, Boston

Dates

- RECORDED WEBCAST (#2260148RB1): Friday, 1/30/2026 | 9:00 am – 10:30 am
- RECORDED WEBCAST (#2260148RB2): Monday, 2/9/2026 | 3:00 pm – 4:30 pm
- ON DEMAND WEBCAST (#2260148WBA): Watch starting Friday, 1/30/2026

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