



January 24, 2025

*Submitted via email*

Re: SHRM Supports the Appointment of Andrea Lucas as the Acting Chair of the U.S. Equal Employment Opportunity Commission

Dear Acting Chair Lucas,

We write on behalf of [SHRM](#) and our nearly 340,000 HR professionals and business executive members in 180 countries to express SHRM's heartfelt congratulations on your appointment to serve as Acting Chair of the U.S. Equal Employment Opportunity Commission (EEOC). As the trusted authority on all things work, SHRM is the foremost expert, researcher, advocate, and thought leader on issues and innovations impacting today's evolving workplaces. SHRM has an unwavering commitment to focus on policy, not politics, and makes a concerted effort to reach across party lines and work with *all* administrations to secure the lives and livelihoods of workers.

The EEOC is essential to fostering fair, inclusive workplaces by enforcing equal employment laws, protecting individuals, and strengthening workplace cultures. Strong leadership with a clear vision is vital for adapting to evolving challenges. This well-deserved recognition reflects your years of dedicated service as a commissioner and your unwavering commitment to fostering strong relationships with the business community. SHRM has enjoyed continuous engagement, from one-on-one meetings to your participation in SHRM events over the years. Your willingness to share your time and expertise with our membership—comprising HR professionals and business executives—has greatly enhanced their understanding of employer and employee rights, responsibilities, and obligations under equal employment laws.

As you may recall during our meeting in July last year, we mentioned our concerns about the possibility of conflict between Title VII and the National Labor Relations Act (NLRA). We know that current General Counsel Jennifer Abruzzo recently issued a memorandum, titled, "[Harmonization of the NLRA and EEO Laws](#)," stating that there is little to no conflict between the two laws. At SHRM, we respectfully disagree. Under your leadership, we hope the EEOC will collaborate with the NLRB to establish a unified stance that workplace language or conduct—whether racially or sexually charged, profane, or abusive—is not protected under Title VII or the NLRA, even if it occurs as part of otherwise protected concerted activity.

SHRM looks forward to working closely with you and the other Commissioners to prevent and remedy unlawful employment discrimination and advance equal opportunity for all.

Sincerely,

Johnny C. Taylor, Jr., SHRM-SCP  
President & CEO

Emily M. Dickens  
Chief of Staff, Head of Public Affairs &  
Corporate Secretary