

EEOC Partners with DOL on Legal Enforcement

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Debra Steiner Friedman was quoted in *SHRM* discussing the impact of the U.S. Department of Labor's Wage and Hour Division and the U.S. Equal Employment Opportunity Commission working more closely together to enforce workplace laws nationwide. The partnership of the two agencies is for sharing, joint investigations, training, and outreach. Both agencies intend to share information from complaint referrals, investigative files, and company demographic reports to the extent permitted by law. Debbie said that employers "should assume that when they provide information to either the EEOC or the DOL, that information may be shared with the other entity." "Employers should anticipate groups who would have been denied access to employer data held by the EEOC will seek to access this information from the [DOL] under the Freedom of Information Act. Employers need to be more strategic than ever in determining what information to voluntarily share with the EEOC and the [DOL] in defense of charges, complaints, and investigations," she said.

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