

# KNOWING THE NEW LEGAL GROUND RULES of DEI and INCLUSION

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- What are the **LEGAL ISSUES** with your **INCLUSION** programs ... what is **NEW** and what **IS NOT**?
- What is the difference between **AFFIRMATIVE ACTION** and **QUOTAS**?
- Why does SHRM say to **NEVER USE QUOTAS**?
- What effect did the **U.S. SUPREME COURT'S Harvard** decision on **AFFIRMATIVE ACTION** have on private and public sector organizations?
- How has the **LAW** and **POLITICS** changed so drastically that has greatly increased your **RISK**?
- What kind of **LEGAL INCLUSION PROGRAMS** can you adopt that **UNITE** people rather than **DIVIDE THEM**?
- What effect do **ILLEGAL PROGRAMS** have on your workplace and our society?
- How can you bundle your **INCLUSION** Program directly to your **HARASSMENT, SAFETY** and **CUSTOMER SERVICE TRAINING** so that it is ingrained into your culture and **CANNOT BE CUT**?
- How should the EEOC's **HARASSMENT TRAINING GUIDELINES** be used to reinforce your **INCLUSION** program?
- What have the EEOC and the courts say about using **PREFERRED PRONOUNS** and are you and your **POLICY** in **COMPLIANCE**?

*AND, OF COURSE ...*

- What Will Happen To **YOU** If You Implement An **ILLEGAL INCLUSION** Program For Your Employer?

Scott will outline for you the newest legal parameters for your **INCLUSION** programs and show you why so many of our **INCLUSION** tactics are actually illegal ... and how you can make them legal in his own unique, practical and entertaining style

In this session you will learn...

1. How the law has changed regarding **INCLUSION** programming.
2. The legal differences between **AFFIRMATIVE ACTION** and **QUOTAS** and
3. How to adopt **LEGAL INCLUSION PROGRAMS** to protect your employer and gain widespread buy in.

## *Scott's Bio*

Scott Warrick ([www.scottwarrick.com](http://www.scottwarrick.com)) is a practicing Employment Law Attorney, Human Resource Professional and three-time best-selling author with over 40 years of hands-on experience. Scott uses his unique background to help organizations get where they want to go, which includes coaching and training managers and employees on site in his own unique, practical and entertaining style.

Scott combines the areas of law and human resources to help organizations in “Solving Employee Problems **BEFORE** They Start.” Scott’s goal is **NOT** to win lawsuits. Instead, Scott’s goal is to **PREVENT THEM** while improving **EMPLOYEE MORALE**.

Scott’s first book, *Solve Employee Problems Before They Start: Resolving Conflict in the Real World*, is a #1 Best Seller for Business and Conflict Resolution. It was also named by EGLOBALIS as one of the best global Customer and Employee books for 2020-2021. Scott’s next book, *Living The Five Skills of Tolerance*, is also a #1 Best Seller in 13 categories on Amazon. His most recent book, *Healing The Human Brain*, is an International Best Seller in 14 categories with sales in over a dozen countries worldwide.

**Scott Trains Managers & Employees ON-SITE in over 50 topics**, all of which are customized for each client. Scott is a national speaker who travels the country presenting seminars on such topics as Healing The Human Brain, Employment Law, Conflict Resolution, Leadership and Tolerance, to mention a few.

Scott is also a seven-time SHRM National Diversity Conference presenter. In 2023, he presented his ground-breaking “**TOLERANCE & BRAIN HEALTH**” program.

Scott’s **MASTER HR TOOL KIT SUBSCRIPTION** is a favorite for anyone wanting to learn Employment Law and run an HR Department.

Scott’s videos are also favorite tools for anyone wanting easy, convenient and affordable access to in-house training, including his **SCOTT’S SUPERVISOR MASTER VIDEO SERIES** and his **STOP BULLYING & HARASSMENT NOW!** video, which complies with all of the new EEOC Harassment Training Guidelines.

Scott was named one of Business First’s 20 People To Know In HR by CEO Magazine’ and a Human Resources “Superstar” in 2008. Scott also received the Linda Kerns Award for Outstanding Creativity in HR and the Ohio State Human Resource Council’s David Prize for Creativity in HR Management.

Scott’s academic background and awards include Capital University College of Law (Class Valedictorian (1st out of 233) and Summa Cum Laude), Master of Labor & Human Resources and B.A. in Organizational Communication from The Ohio State University.

**For more information on Scott, just go to [www.scottwarrick.com](http://www.scottwarrick.com).**