Engage PEO Client Alert: Florida

Stop WOKE Act Paused

WHAT'S NEW: A U.S. District Court in Florida blocked the state's Individual Freedom Act, holding that the law violates employers' first amendment rights by attacking ideas and not specific conduct.

WHY IT MATTERS: The Individual Freedom Act—also known as the Stop WOKE Act—aimed to stop employers from requiring worker participation in company trainings that promote the concept that certain races, genders, or nationalities are primarily responsible for discriminatory actions or oppression. The preliminary injunction allows employers to conduct Diversity Equity & Inclusion ("DEI") training without fear of inadvertently violating Florida law.

WHAT THIS MEANS FOR EMPLOYERS: For now, Employers can now conduct DEI trainings without the possibility of running afoul of state law. The content of DEI trainings no longer has to be adjusted—at least for the time being—to ensure compliance with the Stop WOKE Act.

Engage PEO will continue to monitor the situation as this case continues through the courts. Please reach out to your assigned Engage Human Resources Consultant if you have any questions concerning this alert or other H.R.-related matters.