

11th Circ. Nix Of Florida's 'Stop WOKE' Act Is A Boost For DEI

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Chase Stoecker was quoted in Law360's Employment Authority in a piece related to the 11th Circuit's recent ruling that effectively stopped Florida's "Stop WOKE" Act from implementation, on March 13, 2024.

"Not only did this law [impact] just Florida employers, but it impacted nationwide employers [that] had to put a pause on one state's training for one state's employees," Stoecker said. "It created confusion and concern throughout the entire country, not just within the Eleventh Circuit."

"If you were doing a training, let's say in California, on sexual harassment, it's possible that if you did that same training in Florida and this law stood, ... what you were teaching could still fall under this umbrella of the law because it was purposely drafted to be overbroad," Stoecker of McGlinchey Stafford said. "As the result of the Eleventh Circuit ruling now, though, all multistate employers who have these training programs can now require their Florida employees to undergo these training programs. And they can now be consistent from an administrative point as well — they don't have to look at Florida as a special case."

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Chase Stoecker