



# ELI's Response to the Executive Orders on DEIA

JANUARY 31, 2025

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Since its inception in 1986, ELI has been dedicated to helping organizations establish core behavioral standards based on lawful, non-discriminatory practices. Thousands of public and private organizations have used our pioneering Civil Treatment® Workplace courses to foster respectful, accountable, productive, and legally compliant work environments where all employees can thrive.

Starting on January 20, 2025, the White House issued multiple Executive Orders that, among other things, terminated all “illegal DEI” and DEIA mandates, policies, programs, preferences, and activities in the Federal Government and encouraged similar changes in the private sector. While these orders have sparked widespread discussion, ELI’s approach remains unchanged.

**During our nearly 40-year history, ELI’s programs have never promoted preferential treatment, prioritized one segment of the workforce over another, or engaged in other potentially divisive or illegal practices.**

All programs within ELI’s Civil Treatment® Workplace platform are designed to help teams work collaboratively toward shared organizational goals. These programs equip employees with tools to resolve workplace issues before they escalate into serious operational or compliance risks. All Civil Treatment® Workplace programs reinforce the principles of consistent, respectful treatment for all.

Professionals have recognized the challenges in some DEI approaches for decades, from perceptions of preferential treatment to fostering illegal practices. Since 1996, ELI’s President and CEO, Steve Paskoff, has emphasized that DEI initiatives must comply with the law and should be replaced if they create division, whether directly or indirectly, as a result of their implementation in the workplace.

Building on our tested foundation, ELI’s new CTX Active Learning system provides a scalable and sustainable way to establish civil and lawful behavioral standards for an improved organizational culture.

Now more than ever, having clear, enforceable behavioral standards based on organizational values can help reduce divisive, disruptive, disrespectful, and potentially illegal behaviors. By addressing these issues at the source, organizations can uphold the ideals of collaborative teamwork and foster a respectful, high-performing workplace.

At ELI, our mission has always been to help organizations create behavioral standards rooted in civility and legal standards. By uniting, rather than dividing your staff and teams, this approach reduces legal risk and enhances productivity in pursuit of your organization’s mission.

**STEPHEN M. PASKOFF, ESQ., PRESIDENT AND CEO, ELI, INC.**