



EDGE and EDGEplus Standards Under U.S. Law

Under Title VII of the Civil Rights Act of 1964, a U.S. employer with more than 15 employees may not discriminate on the basis of "race, colour, national origin, religion or sex."

Based on recent decisions by the U.S. Supreme Court interpreting analogous anti-discrimination laws, some employers have become concerned that their ability to effectively increase diversity in their workplaces has been significantly restricted.

However, under current U.S. employment anti-discrimination law, there remain numerous steps that employers can take to increase the diversity of their workplaces. The essential requirement is that these steps not inappropriately preference individuals based on characteristics such as sex or race.

Chai Feldblum, a former Commissioner of the Equal Employment Opportunity Commission in the U.S, has performed an independent third-party review of the EDGE and EDGEplus Standards to confirm that adherence to the standards are consistent with the current state of U.S. anti-discrimination law.

The EDGE and EDGEplus Standards thus provide a safe and effective approach to increasing diversity in the workplace within the guidelines of U.S. law. EDGE and EDGEplus Certification represents an attractive solution for U.S.-based employers because they offer a comprehensive set of useful and legally permissible actions to achieve DEI.