

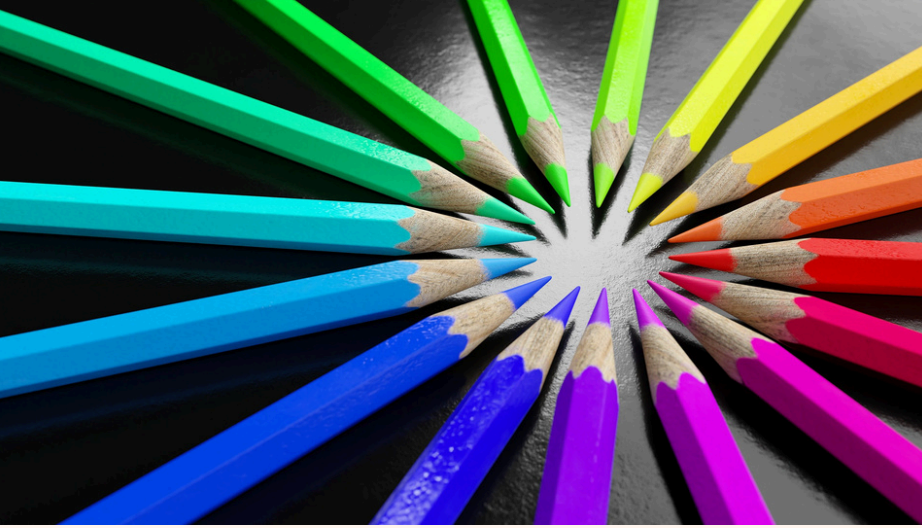
DIVERSITY, EQUITY, & INCLUSION LEGAL STRATEGIES



BUILDING A MORE
INCLUSIVE FUTURE
TOGETHER

nfclegal.com

NEW JERSEY | NEW YORK | CALIFORNIA



Specializing in Developing & Implementing Comprehensive DEI Blueprints

NFC's team includes seasoned legal professionals with diverse backgrounds and interests, who share a deep understanding of the latest research on building diverse, equitable, and inclusive workplaces. Each member has extensive experience in guiding clients through the intricate maze of federal, state, and local regulations that employers must consider when designing a DEI strategy. From crafting robust anti-discrimination policies to advising on best practices for inclusive hiring and promotion processes, we provide tailored solutions that address the unique needs of each organization.

- **EXPERTISE:** Our team comprises seasoned attorneys with extensive experience in DEI best practices and employment law.
- **TAILORED SOLUTIONS:** We recognize that every organization is unique; we customize our services to meet your specific needs and goals.
- **COLLABORATIVE APPROACH:** We work alongside your team to foster a culture of inclusivity and equity, ensuring that our strategies align with your organizational values.
- **PROVEN TRACK RECORD:** We have successfully guided numerous organizations in enhancing their DEI practices, resulting in measurable improvements and compliance.

HELPING MITIGATE LEGAL RISKS AND PROMOTE POSITIVE CULTURES

Additionally, we assist in addressing and resolving DEI-related grievances, ensuring that complaints are handled effectively and sensitively. Our proactive approach helps mitigate legal risks and promotes a positive organizational culture.

By partnering with us, clients gain a trusted advisor committed to advancing their DEI goals while ensuring compliance with evolving legal standards. Together, we can build a more equitable and inclusive future, where every individual feels valued and empowered.



CASE STUDY:

We collaborated with our client, one of the largest insurance brokerages and consulting firms in the world, to create and present over 50 interactive training sessions for managers on, "Creating an Upstander Culture in the Face of Bias."

NFC'S EXTENSIVE DEI LEGAL SERVICES

01

TRAINING & EDUCATION

- Deliver tailored training programs on DEI topics for employees and leadership.
- Facilitate company-wide, team, and individual workshops to enhance cultural competency and awareness and inclusive leadership.
- Provide ongoing education to stay current with evolving legal requirements.

02

CONSULTATIVE SERVICES

- Advise on corporate governance practices that promote DEI.
- Analyze business operations to identify areas for improvement in inclusivity.
- Partner on developing long-term DEI strategies.

03

LITIGATION SUPPORT

- Offer strategic legal support in discrimination, harassment, and retaliation cases related to DEI programs.
- Assist in developing defenses based on best practices in DEI.

04

POLICY DEVELOPMENT

- Craft and implement robust policies to support DEI initiatives.
- Customize employee handbooks to reflect DEI commitments.
- Create frameworks to encourage reporting and effectively address discrimination and harassment.



05

LEGAL COMPLIANCE

- Assess current and proposed DEI initiatives for legal compliance risks and assist in developing risk-mitigating alternatives.
- Assess recruiting, hiring, evaluation, and promotion practices for DEI-related risk and compliance with anti-discrimination and reasonable accommodation requirements.
- Conduct pay equity audits.
- Advise on integration of AI into employment decision-making and associated compliance risks.

STRATEGIES THAT DRIVE ORGANIZATIONAL GROWTH AND EMPLOYEE SATISFACTION

We understand that achieving true equity and inclusion goes beyond mere compliance; it involves a deep commitment to creating meaningful change.

Our practice group works closely with clients to assess their current DEI practices, identify areas for improvement, and implement actionable strategies that drive organizational growth and employee satisfaction.

We offer training programs designed to educate and empower staff at all levels, fostering an environment where diversity is celebrated, and every individual has the opportunity to thrive.

EMPOWERING CLIENTS TO DESIGN AND IMPLEMENT EFFECTIVE DEI STRATEGIES

At NFC we understand that our client's commitment to diversity, equity, and inclusion is essential for fostering innovation, enhancing decision-making, and ensuring a competitive edge.

Our dedicated legal practice group partners with clients to successfully navigate the evolving legal landscape and developing research on best practices through all phases of designing, implementing, assessing, and defending comprehensive DEI strategies.



Ready to transform your DEI initiatives?

Let's work together to create more equitable and inclusive workplaces.

**NUKK-FREEMAN
& CERRA, P.C.**
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