

## Highlights to the 2025-2 Update

Highlights of this 2025-2 Update, issued December 2025, include the following new and updated material from author William E. Hartsfield:

- Revised Chapter 14 including cases about aiding and abetting, conspiracy, data breaches, defamation, excessive surveillance, emotional distress, false light, fraud, insubordination, laptop access, malice, negligence, negligent investigation, nuisance, off-duty conduct, preemption, public policy, social media access, Social security numbers, trespass, truth as a defense to defamation claims, video surveillance.
- Revised Chapter 15 including cases about arbitration, drug dogs, entrapment, fitness for duty, the Fourth Amendment, insubordination, mitigating circumstances, off-duty conduct, statutory rights, undercover investigations, use of bait money, and video hearing.
- New cases discussing: arbitration, COVID vaccinations, due process, equitable tolling, essential functions under the ADA, definition of disability under federal and state law, Federal Rehabilitation Act, Fair Labor Standards Act, limitations, preserving evidence, reasonable accommodations under the ADA, reasonable religious accommodations, National Labor Relations Act, including a Fifth Circuit decision about enjoining the NRLB and its constitutionality, Pregnant Workers Fairness Act, and sexual harassment.
- Updated analysis of: ADA remedies, including the United States Supreme Court decisions that the ADA does not protect some retirees, disability association discrimination, diversity, equity, inclusion, and belonging efforts, fifth amendment, medical marijuana, of Pregnant Workers Fairness Act, religious accommodations, sexual harassment discrimination, and courts rejecting EEOC interpretation of Title VII.
- Updated Appendices D, D2, D4, D5, D6, D7, D8, D9, D10, D11, and D12, as well as Appendix H8 Artificial Intelligence.

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