

Highlights to the 2026-1 Update

Highlights of this 2026-1 Update, issued June 2026, include the following new and updated material from author William E. Hartsfield:

- Latest United States Supreme Court Cases
- Latest Presidential Executive Order
- New cases discussing: 42 U.S.C.A. § 1981, 42 U.S.C.A. § 1983, adverse actions, ADA, ADEA, biometrics, cat's paw theory, ChatGPT, confidentiality of personnel records, COVID-19 vaccination, defamation, ecclesiastical abstention doctrine, electronic discovery, emotional distress, Ending Forced Arbitration Act, evidence, FLSA, failure to investigate, FMLA, Federal Arbitration Act, Federal Rehabilitation Act, First Amendment (compelled speech, disruptive speech, and diversity training), harassment, limitations' period, mental examinations, recreational marijuana, NLRA, negligence, negligent investigation, privacy, protective orders, religious accommodation and discrimination, retaliation, sexual assault, sexual harassment, state law discrimination, Title VII, tortious interference, undue hardship standard, and whistleblowing.
- New Checklists: Artificial Intelligence, Checklist of Cognitive Biases in Workplace Investigation Interviews
- New statutes: Artificial Intelligence, Discrimination, Repayment of Loans, Marijuana
- Updated analysis of: 42 U.S.C.A. § 1981, 42 U.S.C.A. § 1983, adverse actions, algorithmic anchoring, arbitration, Artificial Intelligence, cat's paw, defamation, cognitive bias, ecclesiastical abstention doctrine, emotional distress, failure to investigate, First Amendment, interviews, NLRA, negligence, negligent investigation, retaliation, Title VII, tortious interference, Uniformed Services Employment and Reemployment Rights Act, the Vietnam Era Veterans Readjustment and Assistance Act, whistleblowing Updated Appendices: B9, B11, E7, E7.10, H, H8, I5, and I7, Updated Forms, Biometrics Policy, COVID-19 Vaccination Policy, Motions for Protective Order

Filing Instructions

REMOVE and RECYCLE the 2025-2 Edition of *Investigating Employee Conduct* Volumes 1 through 3. **REPLACE** with the new 2026-1 Edition of *Investigating Employee Conduct* Volumes 1 through 3.

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