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OFFICE OF THE ATTORNEY GENERAL STATE OF FLORIDA

Florida Attorney General's Office News Release

Attorney General James Uthmeier Announces Resolution of Starbucks Lawsuit

TALLAHASSEE, Fla.—Attorney General James Uthmeier announced a negotiated resolution of the lawsuit against Starbucks Corporation under the Florida Civil Rights Act of 1992. The lawsuit, filed in December 2025, alleged that Starbucks engaged in employment practices that violated the Act through race- and sex-based goals, quotas, and preferences.

“Every Floridian deserves to be hired, promoted, and compensated based on merit, qualifications, and character—not race or sex,” **said Attorney General James Uthmeier**. “This resolution ensures that Starbucks’ policies and practices fully comply with Florida’s civil rights laws. DEI can never be an excuse to violate civil rights. We appreciate Starbucks’ cooperation in reaching this settlement.”

Under the agreement, Starbucks has committed that it will comply with the Florida Civil Rights Act. The Act prohibits race- and sex-based goals, quotas, and preferences in hiring, promotion, pay, executive compensation, mentorship programs, supplier selection, and board composition. In addition, the company will not participate in any organizations that require increasing the racial diversity of its board of directors.

Starbucks’ Chief Legal Officer will submit annual certifications of continued compliance for four years. Starbucks will also pay $1 million to the Florida Department of Legal Affairs to reimburse the office for time, expenses, and costs in bringing the action. The agreement includes no admission of liability or wrongdoing by Starbucks.

The parties worked cooperatively to reach this voluntary resolution that advances equal opportunity and compliance with Florida’s civil rights laws.

Starbucks issued the following statement:

> “We’re pleased to have resolved this matter without admission of wrongdoing and appreciate the constructive engagement of the Attorney General’s Office throughout this process,” said Pilar Ramos, executive vice president and chief legal officer, Starbucks. “We will continue to focus on offering great jobs and career opportunities to our partners who wear the green apron, while making a positive impact on the communities we serve in Florida and around the world.”

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