

119TH CONGRESS  
2D SESSION

# H. R. 8213

To clarify that sex discrimination under title VII of the Civil Rights Act of 1964 does not include discrimination on the basis of gender identity.

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## IN THE HOUSE OF REPRESENTATIVES

APRIL 9, 2026

Mrs. BIGGS of South Carolina (for herself, Mr. HARRIGAN, Mr. OGLES, Mr. PERRY, Ms. MACE, Mr. GOSAR, Ms. LETLOW, Ms. BOEBERT, Mrs. LUNA, and Mr. NORMAN) introduced the following bill; which was referred to the Committee on Education and Workforce

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## A BILL

To clarify that sex discrimination under title VII of the Civil Rights Act of 1964 does not include discrimination on the basis of gender identity.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Defending Women in  
5 the Workplace Act”.

6 **SEC. 2. RULE OF CONSTRUCTION.**

7 For purposes of title VII of the Civil Rights Act of  
8 1964 (42 U.S.C. 2000e et seq.), the terms “because of

- 1 sex” and “on the basis of sex” do not include because of
- 2 or on the basis of gender identity.

