

119TH CONGRESS  
2D SESSION

# H. R. 8379

To prohibit diversity, equity, and inclusion in Federal hiring and employment,  
and for other purposes.

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IN THE HOUSE OF REPRESENTATIVES

APRIL 20, 2026

Ms. LETLOW introduced the following bill; which was referred to the  
Committee on Oversight and Government Reform

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## A BILL

To prohibit diversity, equity, and inclusion in Federal hiring  
and employment, and for other purposes.

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 “Freedom from Ideolog-  
5       ical Requirements in Employment Act” or the “FIRE  
6       Act”.

1 **SEC. 2. PROHIBITION ON DIVERSITY, EQUITY, AND INCLU-**  
2 **SION IN FEDERAL HIRING AND EMPLOY-**  
3 **MENT.**

4 (a) IN GENERAL.—No Federal funds may be obli-  
5 gated or expended to—

6 (1) require, as a condition for appointment to,  
7 or continued employment in, the civil service (as that  
8 term is defined in section 2101 of title 5, United  
9 States Code)—

10 (A) diversity, equity, and inclusion train-  
11 ing; or

12 (B) any individual to sign, endorse, or oth-  
13 erwise accent statements that are centered on  
14 diversity, equity, and inclusion principles; or

15 (2) develop, implement, distribute, plan, or pur-  
16 chase training courses for the Federal workforce  
17 that relates to—

18 (A) diversity, equity, and inclusion;

19 (B) critical theory relating to race and  
20 gender;

21 (C) intersectionality, sexual orientation, or  
22 gender identity; or

23 (D) the assertion that a particular race,  
24 color, ethnicity, religion, biological sex, or na-  
25 tional origin is inherently or systemically supe-

1 rior, inferior, oppressive, oppressed, privileged,  
2 or unprivileged.

3 (b) APPLICATION.—Nothing in this section shall be  
4 construed to apply to commonly accepted and customarily  
5 used hiring or employment practices that prevent sexual  
6 harassment in the workplace.

7 (c) DEFINITION OF DIVERSITY, EQUITY, AND INCLU-  
8 SION.—In this section, the term “diversity, equity, and in-  
9 clusion” means any practice, training, statement, or prin-  
10 ciple that asserts—

11 (1) a particular race, color, ethnicity, religion,  
12 biological sex, or national origin is inherently or sys-  
13 temically superior or inferior, oppressive or op-  
14 pressed, or privileged or unprivileged; or

15 (2) how systemic racism is embedded in legal  
16 systems, policies, and societal structures rather than  
17 being solely a product of individual prejudice.

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