

119TH CONGRESS  
1ST SESSION

# H. R. 925

To ensure equal protection of the law, to prevent racism in the Federal Government, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 4, 2025

Mr. CLOUD (for himself, Ms. TENNEY, Ms. HAGEMAN, Mr. MOOLENAAR, Mr. FITZGERALD, Mr. NEHLS, Mr. FINSTAD, Mr. OWENS, Mr. ELLZEY, Mr. FLEISCHMANN, Mr. BILIRAKIS, Mr. HUDSON, Mr. GOSAR, Mr. MOORE of Alabama, Mr. COLLINS, Mr. STRONG, Mr. TIMMONS, Mr. WILLIAMS of Texas, Mr. HIGGINS of Louisiana, Mr. OGLES, Mr. ROY, Mr. CLYDE, Mr. SCOTT FRANKLIN of Florida, Mrs. HARSHBARGER, Mrs. LUNA, Mr. NORMAN, Mr. GUEST, Mrs. HINSON, Ms. LEE of Florida, Mr. ROSE, Mr. HARRIS of North Carolina, Mr. FRY, Mr. GILL of Texas, Mr. SESSIONS, Mr. STUTZMAN, Mr. MCGUIRE, Mr. CRENSHAW, Mr. PALMER, Mr. BRECHEEN, Mr. ZINKE, Mr. WEBER of Texas, Mr. BURLISON, Ms. BOEBERT, Mr. WEBSTER of Florida, Mr. CRANK, Mr. KENNEDY of Utah, Mr. DESJARLAIS, Mr. ADERHOLT, and Mr. FLOOD) introduced the following bill; which was referred to the Committee on Oversight and Government Reform, and in addition to the Committees on the Judiciary, Education and Workforce, Armed Services, Foreign Affairs, Financial Services, Energy and Commerce, Transportation and Infrastructure, and Intelligence (Permanent Select), for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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## A BILL

To ensure equal protection of the law, to prevent racism  
in the Federal Government, 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,*

**1 SECTION 1. SHORT TITLE.**

**2** This Act may be cited as the “Dismantle DEI Act  
**3** of 2025”.

**4 SEC. 2. TABLE OF CONTENTS.**

**5** The table of contents for this Act is as follows:

- Sec. 1. Short title.
- Sec. 2. Table of contents.
- Sec. 3. Prohibited diversity, equity, or inclusion practice defined.

**TITLE I—FEDERAL OFFICES AND PERSONNEL**

- Sec. 101. Executive orders and memoranda rescinded.
- Sec. 102. Office of Personnel Management.
- Sec. 103. Office of Management and Budget.
- Sec. 104. Prohibited use of funds.
- Sec. 105. DEI offices closed.
- Sec. 106. Prohibited personnel practices.

**TITLE II—FEDERAL TRAINING**

- Sec. 201. Government-wide training.
- Sec. 202. Use of funds.

**TITLE III—FEDERAL CONTRACTING**

- Sec. 301. Required contract terms.
- Sec. 302. Prohibition on discrimination.
- Sec. 303. Prohibited use of funds.

**TITLE IV—FEDERAL GRANTS AND COOPERATIVE AGREEMENTS**

- Sec. 401. Required grant agreement terms.
- Sec. 402. Required cooperative agreement terms.

**TITLE V—FEDERAL ADVISORY COMMITTEES**

- Sec. 501. Prohibited diversity, equity, and inclusion practices.
- Sec. 502. Administrator responsibilities.
- Sec. 503. Agency head responsibilities.

**TITLE VI—EDUCATION**

- Sec. 601. Standards for accreditation of accrediting agencies and associations.
- Sec. 602. Prohibited use of funds by the Secretary of Education.

**TITLE VII—OTHER MATTERS**

- Sec. 701. Fannie Mae, Freddie Mac, Federal Home Loan Banks, and Federal Housing Finance Agency.
- Sec. 702. Capital markets regulation; corporate boards; self-regulatory organizations.
- Sec. 703. Health and Human Services.

- Sec. 704. Repeal of diversity, equity, and inclusion programs of Department of Defense.  
 Sec. 705. Department of Homeland Security and Coast Guard.  
 Sec. 706. Director of National Intelligence.

#### TITLE VIII—ENFORCEMENT; SEVERABILITY

- Sec. 801. Enforcement; private cause of action.  
 Sec. 802. Severability.

### 1 **SEC. 3. PROHIBITED DIVERSITY, EQUITY OR INCLUSION**

#### 2 **PRACTICE DEFINED.**

3 The Civil Rights Act of 1964 (42 U.S.C. 2000a et  
 4 seq.) is amended by adding at the end the following:

### 5 **“TITLE XII—PROHIBITED DIVER-** 6 **SITY, EQUITY OR INCLUSION** 7 **PRACTICE DEFINED**

#### 8 **“SEC. 1201. PROHIBITED DIVERSITY, EQUITY, OR INCLU-** 9 **SION PRACTICE.**

10 “For purposes of references to this section, the term  
 11 ‘prohibited diversity, equity, or inclusion practice’  
 12 means—

13 “(1) discriminating for or against any person  
 14 on the basis of race, color, ethnicity, religion, biologi-  
 15 cal sex, or national origin;

16 “(2) requiring as a condition of employment, as  
 17 a condition for promotion or advancement, or as a  
 18 condition for speaking, making a presentation, or  
 19 submitting written materials, that an employee un-  
 20 dergo training, education, or coursework, or other  
 21 pedagogy, that asserts that a particular race, color,

1 ethnicity, religion, biological sex, or national origin is  
 2 inherently or systemically superior or inferior, op-  
 3 pressive or oppressed, or privileged or unprivileged;  
 4 or

5 “(3) requiring as a condition of employment, as  
 6 a condition for promotion or advancement, or as a  
 7 condition for speaking, making a presentation, or  
 8 submitting written materials, the signing of or as-  
 9 sent to a statement, code of conduct, work program,  
 10 or plan, or similar device that requires assent by the  
 11 employee that a particular race, color, ethnicity, reli-  
 12 gion, biological sex, or national origin is inherently  
 13 or systemically superior or inferior, oppressive or op-  
 14 pressed, or privileged or unprivileged.”.

## 15 **TITLE I—FEDERAL OFFICES AND** 16 **PERSONNEL**

### 17 **SEC. 101. EXECUTIVE ORDERS AND MEMORANDA RE-** 18 **SCINDED.**

19 (a) RESCINDED EXECUTIVE ORDERS AND MEMO-  
 20 RANDA.—

21 (1) IN GENERAL.—With respect to an Execu-  
 22 tive order or memoranda described in paragraph (2),  
 23 the Executive order or memoranda—

24 (A) shall not have any legal effect; and

25 (B) is revoked in its entirety.

1           (2) EXECUTIVE ORDERS AND MEMORANDA DE-  
2       SCRIBED.—The Executive orders and memoranda  
3       described in this paragraph are the following:

4           (A) Executive Order 13985 (5 U.S.C. 601  
5       note; relating to advancing racial equity and  
6       support for underserved communities through  
7       the Federal Government).

8           (B) Executive Order 13988 (42 U.S.C.  
9       2000e note; relating to preventing and com-  
10      bating discrimination on the basis of gender  
11      identity or sexual orientation).

12          (C) Executive Order 14020, (42 U.S.C.  
13      2000e note; relating to the establishment of the  
14      White House Gender Policy Council).

15          (D) Executive Order 14031 (42 U.S.C.  
16      3501 note; relating to advancing equity, justice,  
17      and opportunity for Asian Americans, Native  
18      Hawaiians, and Pacific Islanders).

19          (E) Executive Order 14035 (42 U.S.C.  
20      2000e note; relating to diversity, equity, inclu-  
21      sion, and accessibility in the Federal work-  
22      force).

23          (F) Executive Order 14091 (5 U.S.C. 601  
24      note; relating to further advancing racial equity

1 and support for underserved communities  
2 through the Federal Government).

3 (G) The National Security Memorandum  
4 on “Revitalizing America’s Foreign Policy and  
5 National Security Workforce, Institutions, and  
6 Partnerships (NSM–03)”, dated February 4,  
7 2021.

8 (H) The National Security Memorandum  
9 on Advancing the “Human Rights of Lesbian,  
10 Gay, Bisexual, Transgender, Queer, and  
11 Intersex Persons Around the World (NSM–  
12 04)”, dated February 4, 2021.

13 (b) CARRYING OUT RESCINDED EXECUTIVE ORDERS  
14 AND MEMORANDA.—The head of an executive agency, as  
15 defined in section 105 of title 5, United States Code, may  
16 not carry out an Executive order or memorandum de-  
17 scribed in subsection (a)(2).

18 (c) PROGRAMS AND OFFICE.—

19 (1) IN GENERAL.—Not later than 90 days after  
20 the date of enactment of this Act, the head of a  
21 Federal agency under which any program or office  
22 carries out an Executive order or memorandum de-  
23 scribed in subsection (a)(2) between the date of en-  
24 actment of this Act and 90 days after the date of

1 enactment of this Act shall close, terminate, and  
2 wind up the program or office.

3 (2) NO REASSIGNMENT.—The head of a Fed-  
4 eral agency that closes, terminates, and winds up a  
5 program or office under paragraph (1)—

6 (A) shall undertake an appropriate reduc-  
7 tion in force; and

8 (B) may not transfer, reassign, or redesign-  
9 nate any employee or contractor with a position  
10 or function that is eliminated by operation of  
11 this subsection.

12 **SEC. 102. OFFICE OF PERSONNEL MANAGEMENT.**

13 (a) IN GENERAL.—Not later than 180 days after the  
14 date of enactment of this Act, the Director of the Office  
15 of Personnel Management shall—

16 (1) revise all regulations, policies, procedures,  
17 manuals, circulars, courses, training, and guidance  
18 of the Office such that all such material is in compli-  
19 ance with and consistent with this Act and the  
20 amendments made by this Act;

21 (2) revise so as to effectively rescind all regula-  
22 tions, policies, procedures, manuals, circulars,  
23 courses, training, and guidance of the Office that  
24 were promulgated, adopted, or implemented to com-

1       ply with the Executive orders and memoranda de-  
2       scribed in section 101(a)(2);

3           (3) terminate, close, and wind up the Office of  
4       Diversity, Equity, Inclusion, and Accessibility of the  
5       Office of Personnel Management (referred to in this  
6       paragraph as “ODEIA”) and undertake an appro-  
7       priate reduction in force with respect to, and not  
8       transfer, reassign, or redesignate any, employees or  
9       contractors of ODEIA, the positions or functions of  
10      whom are eliminated by operation of this Act or the  
11      amendments made by this Act; and

12          (4) terminate, close, and wind up the Chief Di-  
13      versity Officers Executive Council and undertake an  
14      appropriate reduction in force with respect to, and  
15      not transfer, reassign, or redesignate any, employees  
16      or contractors of that Council, the positions or func-  
17      tions of whom are eliminated by operation of this  
18      Act or the amendments made by this Act.

19      (b) CHIEF DIVERSITY OFFICERS EXECUTIVE COUN-  
20      CIL CHARTER.—Effective on the date of enactment of this  
21      Act, the charter of the Chief Diversity Officers Executive  
22      Council is revoked.

23      (c) PROHIBITION ON RACISM IN GOVERNMENT.—  
24      Section 1104 of title 5, United States Code, is amended  
25      by adding at the end the following:



1       “(d)(1) In this subsection, the term ‘prohibited diver-  
2   sity, equity, or inclusion practice’ has the meaning given  
3   the term in section 1201 of the Civil Rights Act of 1964.

4       “(2) Racist behavior and racist training in the Gov-  
5   ernment are prohibited, including any of the following:

6           “(A) Discriminating for or against any person  
7       on the basis of race, color, ethnicity, religion, biologi-  
8       cal sex, or national origin.

9           “(B) Training, education, coursework, or use of  
10      other pedagogy, that asserts that a particular race,  
11      color, ethnicity, religion, biological sex, or national  
12      origin is inherently or systemically superior or infe-  
13      rior, oppressive or oppressed, or privileged or  
14      unprivileged.

15          “(C) Maintaining an office, bureau, division, or  
16      other organization to further promote or enforce a  
17      prohibited diversity, equity, or inclusion practice.

18          “(D) Retaining or employing a consultant or  
19      advisor to further promote or enforce a prohibited  
20      diversity, equity, or inclusion practice.

21          “(E) Maintaining a rule, a regulation, a policy,  
22      guidance, a guideline, management control, a prac-  
23      tice, a requirement, training, education, coursework,  
24      or a similar device to further promote or enforce a  
25      prohibited diversity, equity, or inclusion practice.

1           “(F) Requiring as a condition of employment,  
2           as a condition for promotion or advancement, or as  
3           a condition for speaking, making a presentation, or  
4           submitting written materials, the signing of or as-  
5           sent to a statement, code of conduct, work program,  
6           or plan, or similar device that requires assent by the  
7           employee that a particular race, color, ethnicity, reli-  
8           gion, biological sex, or national origin is inherently  
9           or systemically superior or inferior, oppressive or op-  
10          pressed, or privileged or unprivileged.

11          “(3) The Office shall establish standards that shall—

12           “(A) apply to the activities of the Office or any  
13           other agency under authority delegated under sub-  
14           section (a);

15           “(B) prohibit racist behavior and racist training  
16           in the Government, as described in paragraph (2) of  
17           this subsection;

18           “(C) ensure compliance with this subsection;

19           “(D) ensure compliance with section 717 of the  
20           Civil Rights Act of 1964 (42 U.S.C. 2000e–16); and

21           “(E) be in accordance with the merit system  
22           principles under section 2301.

23          “(4) The Office shall establish and maintain an over-  
24          sight program to ensure that activities under any author-  
25          ity delegated under subsection (a)—

1           “(A) prohibit racist behavior and racist training  
2           in the Government, as described in paragraph (2) of  
3           this subsection;

4           “(B) ensure compliance with this subsection;

5           “(C) ensure compliance with section 717 of the  
6           Civil Rights Act of 1964 (42 U.S.C. 2000e–16); and

7           “(D) are in accordance with the merit system  
8           principles under section 2301.”.

9   **SEC. 103. OFFICE OF MANAGEMENT AND BUDGET.**

10          Not later than 180 days after the date of enactment  
11          of this Act, the Director of the Office of Management and  
12          Budget shall—

13               (1) revise all regulations, policies, procedures,  
14               manuals, circulars, courses, training, and guidance  
15               of the Office of Management and Budget to ensure  
16               those regulations, policies, procedures, manuals, cir-  
17               culars, courses, training, and guidance are in compli-  
18               ance and consistent with this Act and the amend-  
19               ments made by this Act;

20               (2) rescind all regulations, policies, procedures,  
21               manuals, circulars, courses, training, and guidance  
22               of the Office of Management and Budget that were  
23               promulgated, adopted, or implemented to comply  
24               with the Executive orders and memoranda described  
25               in section 101(a)(2); and

1           (3) rescind the version of Circular A–4 of the  
2       Office of Management and Budget adopted on No-  
3       vember 9, 2023.

4   **SEC. 104. PROHIBITED USE OF FUNDS.**

5       (a) AGENCY DEFINED.—In this chapter, the term  
6       “agency” has the meaning given the term in section 3502  
7       of title 44.

8       (b) STOPPING RACISM IN THE FEDERAL GOVERN-  
9       MENT.—

10           (1) IN GENERAL.—No Federal funds appro-  
11       priated or otherwise made available by law shall be  
12       used for the purpose of maintaining in any agency  
13       an—

14                (A) office relating to diversity, equity, in-  
15       clusion, or accessibility; or

16                (B) a substantially similar office.

17           (2) PROHIBITION.—No Federal funds appro-  
18       priated or otherwise made available by law shall be  
19       used for the purposes of—

20                (A) maintaining in any agency the Chief  
21       Diversity Officers Executive Council or a sub-  
22       stantially similar council;

23                (B) maintaining or employing in any agen-  
24       cy a chief diversity officer or a substantially  
25       similar officer;

1 (C) subject to paragraph (3), developing,  
2 implementing, distributing, or publishing in any  
3 agency—

4 (i) plans, strategic plans, reports, or  
5 surveys relating to diversity, equity, inclu-  
6 sion, and accessibility;

7 (ii) action plans, reports, or surveys  
8 relating to equity or substantially similar  
9 plans, reports, or surveys;

10 (D) developing, implementing, or maintain-  
11 ing in any agency an employee resource group  
12 or an affinity group based on race, color, eth-  
13 nicity, religion, national origin, sexual orienta-  
14 tion, or gender identity;

15 (E) developing, implementing, or maintain-  
16 ing in any agency an agency equity team or a  
17 substantially similar team;

18 (F) maintaining the White House Environ-  
19 mental Justice Interagency Council or a sub-  
20 stantially similar Council;

21 (G) maintaining the Equitable Data Work-  
22 ing Group or substantially similar group;

23 (H) developing, implementing, distributing,  
24 publishing, establishing, or purchasing in any  
25 agency—

- 1 (i) a training course relating to—  
2 (I) diversity;  
3 (II) equity;  
4 (III) inclusion;  
5 (IV) a critical theory relating to  
6 race, gender, or otherwise; or  
7 (V) intersectionality; or  
8 (ii) a training course substantiality  
9 similar to a training course described in  
10 clause (i);  
11 (I) developing, implementing, or maintain-  
12 ing in any agency a diversity, equity, inclusion,  
13 and accessibility data dashboard or a substan-  
14 tially similar data dashboard;  
15 (J) maintaining within the Office of Per-  
16 sonnel Management a council relating to diver-  
17 sity, equity, inclusion, or accessibility; or  
18 (K) maintaining or employing in any agen-  
19 cy a position relating to diversity, equity, inclu-  
20 sion, or accessibility.  
21 (3) EXCEPTION.—The prohibition under para-  
22 graph (2)(C) shall not apply to a plan, report, or  
23 survey required by law.

1           (4) RULE OF CONSTRUCTION.—Nothing in this  
2       section shall be construed to prevent the maintenance and funding of—

3  
4           (A) Equal Employment Opportunity offices  
5       as historically organized and operated; or

6           (B) an office enforcing the Americans with  
7       Disabilities Act of 1990 (42 U.S.C. 12101 et  
8       seq.) or similar programs or offices as historically  
9       organized and operated.

10 **SEC. 105. DEI OFFICES CLOSED.**

11       (a) IN GENERAL.—Not later than 90 days after date  
12       of enactment of this Act, the head of any Federal agency  
13       that has an office relating to diversity, equity, inclusion,  
14       or accessibility—

15           (1) shall—

16           (A) terminate, close, and wind up that office; and  
17           (B) undertake an appropriate reduction in

18           force; and

19           (2) may not transfer, reassign, or redesignate  
20       any employee or contractor with a position or function that is eliminated by operation of this subsection.  
21  
22  
23

24       (b) APPLICATION.—Nothing in this section shall be  
25       construed to prevent the maintenance and funding of—

1           (1) Equal Employment Opportunity offices as  
2           historically organized and operated; or

3           (2) an office enforcing the Americans with Dis-  
4           abilities Act of 1990 (42 U.S.C. 12101 et seq.) or  
5           similar programs or offices as historically organized  
6           and operated.

7 **SEC. 106. PROHIBITED PERSONNEL PRACTICES.**

8           (a) IN GENERAL.—Section 2302(b) of title 5, United  
9           States Code, is amended—

10           (1) in paragraph (13)(B), by striking “or” at  
11           the end;

12           (2) in paragraph (14), by striking the period at  
13           the end and inserting “; or” and

14           (3) by inserting after paragraph (14) the fol-  
15           lowing:

16           “(15) take or fail to take, or threaten to take  
17           or fail to take, any personnel action against any em-  
18           ployee or applicant for employment because of the  
19           failure of the employee or applicant to—

20           “(A) complete training with respect to di-  
21           versity, equity, or inclusion, critical theory (re-  
22           lating to race, gender, or otherwise),  
23           intersectionality, sexual orientation or gender  
24           identity, or any substantially similar theory or  
25           policy;



1           “(B) complete training that asserts or re-  
2           quires trainees to assert that a particular race,  
3           color, ethnicity, religion, biological sex, or na-  
4           tional origin is inherently or systemically supe-  
5           rior or inferior, oppressive or oppressed, or priv-  
6           ileged or unprivileged;

7           “(C) sign or assent to (which may be by  
8           executing or acknowledging) a statement, code  
9           of conduct, work program, plan, or similar de-  
10          vice with respect to diversity, equity, and inclu-  
11          sion, critical theory (relating to race, gender, or  
12          otherwise), intersectionality, sexual orientation  
13          or gender identity, or any substantially similar  
14          theory or policy;

15          “(D) sign or assent to (which may be by  
16          executing or acknowledging) a statement, code  
17          of conduct, work program, plan, or similar de-  
18          vice that asserts or requires assent by the em-  
19          ployee or applicant that a particular race, color,  
20          ethnicity, religion, biological sex, or national or-  
21          igin is inherently or systemically superior or in-  
22          ferior, oppressive or oppressed, or privileged or  
23          unprivileged;

24          “(E) take any other action that would re-  
25          quire the treatment of any individual advan-

1           tageously or disadvantageously on the basis of  
2           that individual's race, color, ethnicity, religion,  
3           biological sex, or national origin; or

4           “(F) limit, segregate, or classify employees  
5           or applicants for employment in any way that  
6           would deprive or tend to deprive any individual  
7           of an employment opportunity, or otherwise ad-  
8           versely affect the status of the individual as an  
9           employee, because of the race, color, ethnicity,  
10          religion, biological sex, or national origin of the  
11          individual.”.

12          (b) PERFORMANCE APPRAISAL SYSTEMS.—Section  
13   4302 of title 5, United States Code, is amended by adding  
14   at the end the following:

15          “(e) A performance appraisal system may not ad-  
16   versely evaluate an employee for the failure of the em-  
17   ployee to—

18               “(1) complete training with respect to diversity,  
19           equity, or inclusion, critical theory (relating to race,  
20           gender, or otherwise), intersectionality, sexual ori-  
21           entation or gender identity, or any substantially  
22           similar theory or policy;

23               “(2) complete training that asserts or requires  
24           trainees to assert that a particular race, color, eth-  
25           nicity, religion, biological sex, or national origin is

1 inherently or systemically superior or inferior, op-  
2 pressive or oppressed, or privileged or unprivileged;

3 “(3) sign or assent to (which may be by exe-  
4 cuting or acknowledging) a statement, code of con-  
5 duct, work program, plan, or similar device with re-  
6 spect to diversity, equity, and inclusion, critical the-  
7 ory (relating to race, gender, or otherwise),  
8 intersectionality, sexual orientation or gender iden-  
9 tity, or any substantially similar theory or policy;

10 “(4) sign or assent to (which may be by exe-  
11 cuting or acknowledging) a statement, code of con-  
12 duct, work program, plan, or similar device that as-  
13 serts or requires assent by the employee that a par-  
14 ticular race, color, ethnicity, religion, biological sex,  
15 or national origin is inherently or systemically supe-  
16 rior or inferior, oppressive or oppressed, or privi-  
17 leged or unprivileged;

18 “(5) take any other action that would require  
19 the treatment of any individual advantageously or  
20 disadvantageously on the basis of that individual’s  
21 race, color, ethnicity, religion, biological sex, or na-  
22 tional origin; or

23 “(6) limit, segregate, or classify employees or  
24 applicants for employment in any way that would  
25 deprive or tend to deprive any individual of an em-

1       ployment opportunity, or otherwise adversely affect  
2       the status of the individual as an employee, because  
3       of the race, color, ethnicity, religion, biological sex,  
4       or national origin of the individual.”.

5       (c) SES PERFORMANCE APPRAISAL SYSTEMS.—Sec-  
6       tion 4312 of title 5, United States Code, is amended by  
7       adding at the end the following:

8       “(e) A performance appraisal system may not ad-  
9       versely evaluate a senior executive for the failure of the  
10      senior executive to—

11           “(1) complete training with respect to diversity,  
12      equity, or inclusion, critical theory (relating to race,  
13      gender, or otherwise), intersectionality, sexual ori-  
14      entation or gender identity, or any substantially  
15      similar theory or policy;

16           “(2) complete training that asserts or requires  
17      trainees to assert that a particular race, color, eth-  
18      nicity, religion, biological sex, or national origin is  
19      inherently or systemically superior or inferior, op-  
20      pressive or oppressed, or privileged or unprivileged;

21           “(3) sign or assent to (which may be by exe-  
22      cuting or acknowledging) a statement, code of con-  
23      duct, work program, plan, or similar device with re-  
24      spect to diversity, equity, and inclusion, critical the-  
25      ory (relating to race, gender, or otherwise),

1 intersectionality, sexual orientation or gender iden-  
2 tity, or any substantially similar theory or policy;

3 “(4) sign or assent to (which may be by exe-  
4 cuting or acknowledging) a statement, code of con-  
5 duct, work program, plan, or similar device that as-  
6 serts or requires assent by the senior executive that  
7 a particular race, color, ethnicity, religion, biological  
8 sex, or national origin is inherently or systemically  
9 superior or inferior, oppressive or oppressed, or priv-  
10 ileged or unprivileged;

11 “(5) take any other action that would require  
12 the treatment of any individual advantageously or  
13 disadvantageously on the basis of that individual’s  
14 race, color, ethnicity, religion, biological sex, or na-  
15 tional origin; or

16 “(6) limit, segregate, or classify employees or  
17 applicants for employment in any way that would  
18 deprive or tend to deprive any individual of an em-  
19 ployment opportunity, or otherwise adversely affect  
20 the status of the individual as an employee, because  
21 of the race, color, ethnicity, religion, biological sex,  
22 or national origin of the individual.”.

## 1     **TITLE II—FEDERAL TRAINING**

### 2     **SEC. 201. GOVERNMENT-WIDE TRAINING.**

3           (a) IN GENERAL.—Section 4103 of title 5, United  
4 States Code, is amended by adding at the end the fol-  
5 lowing:

6           “(d) No training program or plan may be developed,  
7 implemented, distributed, published, established, or pur-  
8 chased under this section—

9                   “(1) with respect to diversity, equity, and inclu-  
10 sion, critical theory (relating to race, gender, or oth-  
11 erwise), intersectionality, sexual orientation or gen-  
12 der identity, or any substantially similar theory or  
13 policy; or

14                   “(2) that asserts or requires the trainees to as-  
15 sert that a particular race, color, ethnicity, religion,  
16 biological sex, or national origin is inherently or sys-  
17 temically superior or inferior, oppressive or op-  
18 pressed, or privileged or unprivileged.

19           “(e) No employee may be required to complete train-  
20 ing under a program or plan established under this sec-  
21 tion—

22                   “(1) with respect to diversity, equity, and inclu-  
23 sion, critical theory (relating to race, gender, or oth-  
24 erwise), intersectionality, sexual orientation or gen-

1       der identity, or any substantially similar theory or  
2       policy; or

3               “(2) that asserts or requires the trainees to as-  
4       sert that a particular race, color, ethnicity, religion,  
5       biological sex, or national origin is inherently or sys-  
6       temically superior or inferior, oppressive or op-  
7       pressed, or privileged or unprivileged.”.

8       (b) REGULATIONS.—Section 4118 of title 5, United  
9       States Code, is amended—

10              (1) in subsection (c), by striking “This section”  
11       and inserting “Except as provided in subsection (d),  
12       this section”; and

13              (2) by adding at the end the following:

14       “(d) The Office shall, in the regulations prescribed  
15       under this section, provide that no training program or  
16       plan may be developed, implemented, distributed, pub-  
17       lished, established, or purchased—

18              “(1) with respect to diversity, equity, and inclu-  
19       sion, critical theory (relating to race, gender, or oth-  
20       erwise), intersectionality, sexual orientation or gen-  
21       der identity, or any substantially similar theory or  
22       policy; or

23              “(2) that asserts or requires the trainees to as-  
24       sert that a particular race, color, ethnicity, religion,  
25       biological sex, or national origin is inherently or sys-

1       temically superior or inferior, oppressive or op-  
 2       pressed, or privileged or unprivileged.”.

3   **SEC. 202. USE OF FUNDS.**

4       No funds appropriated or otherwise made available  
 5   by law shall be used for the purpose of developing, imple-  
 6   menting, distributing, publishing or purchasing in any  
 7   Federal agency a training course—

8               (1) relating to—

9                       (A) diversity, equity, inclusion, and accessi-  
 10                   bility;

11                   (B) a critical theory relating to race, gen-  
 12                   der, or otherwise; or

13                   (C) intersectionality, sexual orientation, or  
 14                   gender identity; or

15               (2) that asserts or requires trainees to assert  
 16   that a particular race, color, ethnicity, religion, bio-  
 17   logical sex, or national origin is inherently or sys-  
 18   temically superior, inferior, oppressive, oppressed,  
 19   privileged, or unprivileged.

20                   **TITLE III—FEDERAL**  
 21                   **CONTRACTING**

22   **SEC. 301. REQUIRED CONTRACT TERMS.**

23       (a) CONTRACTS EXCEEDING \$10,000.—Section 6502  
 24   of title 41, United States Code, is amended by adding at  
 25   the end the following:



1           “(5) PROHIBITED DIVERSITY, EQUITY, OR IN-  
2           CLUSION PRACTICE.—No part of the contract will be  
3           performed, and no materials, supplies, articles, or  
4           equipment will be manufactured or fabricated under  
5           the contract, in plants, factories, buildings, or sur-  
6           roundings, under working conditions or in a working  
7           environment, provided by or under the control or su-  
8           pervision of a contractor or any subcontractor who  
9           is subject to, or required to comply with, a prohib-  
10          ited diversity, equity or inclusion practice (as defined  
11          in section 1201 of the Civil Rights Act of 1964).”.

12          (b) CONTRACTS IN OTHER AMOUNTS.—Section 6703  
13          of title 41, United States Code, is amended by adding at  
14          the end the following:

15               “(6) PROHIBITED DIVERSITY, EQUITY, OR IN-  
16               CLUSION PRACTICE.—The contract and bid specifica-  
17               tion shall contain a provision specifying that no part  
18               of the services covered by this chapter may be per-  
19               formed in buildings or surroundings, under working  
20               conditions or in a working environment, provided by  
21               or under the control or supervision of a contractor  
22               or any subcontractor who is subject to, or required  
23               to comply with, a prohibited diversity, equity or in-  
24               clusion practice (as defined in section 1201 of the  
25               Civil Rights Act of 1964).”.

1 **SEC. 302. PROHIBITION ON DISCRIMINATION.**

2 (a) IN GENERAL.—Section 122 of title 40, United  
3 States Code, is amended to read as follows:

4 **“§ 122. Prohibition on discrimination**

5 “(a) PROHIBITION.—

6 “(1) DISCRIMINATION PROHIBITED.—With re-  
7 spect to a program or activity carried out or receiv-  
8 ing Federal assistance under this subtitle, an indi-  
9 vidual may not be, based on race, color, biological  
10 sex, ethnicity, religion, or national origin—

11 “(A) excluded from participation;

12 “(B) denied benefits; or

13 “(C) otherwise discriminated against.

14 “(2) PROHIBITED DIVERSITY, EQUITY, AND IN-  
15 CLUSION PRACTICES.—With respect to a program or  
16 activity carried out or receiving Federal assistance  
17 under this subtitle, an individual may not be subject  
18 to or required to comply with a prohibited diversity,  
19 equity, and inclusion practice (as defined in section  
20 1201 of the Civil Rights Act of 1964).

21 “(b) ENFORCEMENT.—

22 “(1) IN GENERAL.—The heads of Federal agen-  
23 cies shall enforce subsection (a) through rules, regu-  
24 lations, policies, and other executive actions of the  
25 agency that are similar to rules, regulations, policies,  
26 and other executive actions established with respect

1 to racial and other discrimination under title VI of  
 2 the Civil Rights Act of 1964 (42 U.S.C. 2000d et  
 3 seq.).

4 “(2) RULE OF CONSTRUCTION.—Any enforce-  
 5 ment under paragraph (1) shall not be construed to  
 6 bar an individual from pursuing any other legal rem-  
 7 edy available to the individual as a result of an ac-  
 8 tion constituting a violation of subsection (a).”.

9 (b) CLERICAL AMENDMENT.—The table of sections  
 10 for title 40, United States Code, is amended by striking  
 11 the item relating to section 122 and inserting the fol-  
 12 lowing:

“122. Prohibition on discrimination.”.

13 **SEC. 303. PROHIBITED USE OF FUNDS.**

14 (a) PROHIBITION.—No funds appropriated or other-  
 15 wise made available by Federal law may be used by a Fed-  
 16 eral contractor for purpose of—

17 (1) maintaining an office relating to diversity,  
 18 equity, inclusion, or accessibility or a substantially  
 19 similar office;

20 (2) maintaining or employing a chief diversity  
 21 officer or a substantially similar officer;

22 (3) developing, implementing, distributing, pub-  
 23 lishing or purchasing—

24 (A) a training course relating to—

1 (i) diversity, equity, inclusion, or ac-  
2 cessibility;

3 (ii) a critical theory relating to race,  
4 gender, or otherwise;

5 (iii) intersectionality; or

6 (iv) sexual orientation or gender iden-  
7 tity; or

8 (B) a training course that is substantially  
9 similar to a training course described in sub-  
10 paragraph (A); or

11 (C) a training course that asserts or re-  
12 quires trainees to assert that a particular race,  
13 color, ethnicity, religion, biological sex, or na-  
14 tional origin is inherently or systemically supe-  
15 rior, inferior, oppressive, oppressed, privileged,  
16 or unprivileged.

17 (b) RULE OF CONSTRUCTION.—Nothing in this sec-  
18 tion shall be construed to prevent—

19 (1) the maintenance and funding of an Equal  
20 Employment Opportunity office, as historically orga-  
21 nized and operated;

22 (2) an office enforcing the Americans with Dis-  
23 abilities Act of 1990 (42 U.S.C. 12101 et seq.) or  
24 similar programs or offices as historically organized  
25 and operated; or

1           (3) a Federal contractor from using non-Fed-  
2           eral funds as the Federal contractor so determines.

3   **TITLE     IV—FEDERAL     GRANTS**  
4       **AND     COOPERATIVE     AGREE-**  
5       **MENTS**

6   **SEC. 401. REQUIRED GRANT AGREEMENT TERMS.**

7           (a) IN GENERAL.—Chapter 63 of title 31, United  
8   States Code, is amended by adding at the end the fol-  
9   lowing:

10   **“§ 6310. Grants and grant agreements**

11           “(a) GRANT AGREEMENT REQUIRED TERMS.—The  
12   head of an executive agency may not provide a grant to  
13   any recipient unless the head of the agency and the recipi-  
14   ent enter into a grant agreement that contains a provision  
15   specifying that no funds appropriated or otherwise made  
16   available by Federal law shall be used by the grant recipi-  
17   ent for purpose of—

18                   “(1) maintaining an office relating to diversity,  
19                   equity, inclusion, or accessibility;

20                   “(2) maintaining or employing a chief diversity  
21                   officer or a substantially similar officer;

22                   “(3) developing, implementing, distributing,  
23                   publishing, or purchasing—

24                           “(A) a training course relating to—

1 “(i) diversity, equity, inclusion, or ac-  
2 cessibility;

3 “(ii) a critical theory relating to race,  
4 gender, or otherwise;

5 “(iii) intersectionality; or

6 “(iv) sexual orientation or gender  
7 identity;

8 “(B) a training course substantially similar  
9 to the training courses described in subpara-  
10 graph (A); or

11 “(C) a training course that asserts or re-  
12 quires trainees to assert that a particular race,  
13 color, religion, ethnicity, biological sex, or na-  
14 tional origin is inherently or systemically supe-  
15 rior, inferior, oppressive, oppressed, privileged  
16 or unprivileged; or

17 “(4) engaging in a prohibited diversity, equity,  
18 or inclusion practice (as defined in section 1201 of  
19 the Civil Rights Act of 1964).

20 “(b) EQUAL EMPLOYMENT OPPORTUNITY OF-  
21 FICES.—Nothing in this section shall be construed to pre-  
22 vent—

23 “(1) the maintenance and funding of an Equal  
24 Employment Opportunity office, as historically orga-  
25 nized and operated;

1           “(2) an office enforcing the Americans with  
 2       Disabilities Act of 1990 (42 U.S.C. 12101 et seq.)  
 3       or similar programs or offices as historically orga-  
 4       nized and operated; or

5           “(3) a recipient of a grant from an executive  
 6       agency from using non-Federal funds as the recipi-  
 7       ent so determines.

8           “(c) APPLICATION TO HBCUs.—Nothing in this sec-  
 9       tion shall be construed to prevent the maintenance and  
 10      funding of Historically Black Colleges and Universities  
 11      (HBCUs).”.

12          (b) CLERICAL AMENDMENT.—The table of sections  
 13      for chapter 63 of title 31, United States Code is amended  
 14      by adding at the end the following:

“6310. Grants and grant agreements.”.

15      **SEC. 402. REQUIRED COOPERATIVE AGREEMENT TERMS.**

16          (a) IN GENERAL.—Chapter 63 of title 31, United  
 17      States Code, as amended by section 401(a), is further  
 18      amended by adding at the end the following:

19      **“§ 6311. Cooperative agreements**

20          “(a) COOPERATIVE AGREEMENT REQUIRED  
 21      TERMS.—The head of an executive agency may not enter  
 22      into a cooperative agreement with a party unless the coop-  
 23      erative agreement contains a provision specifying that no  
 24      funds appropriated or otherwise made available by Federal

1 law shall be used by any party to the cooperative agree-  
2 ment for purpose of—

3 “(1) maintaining an office relating to diversity,  
4 equity, inclusion, or accessibility;

5 “(2) maintaining or employing a chief diversity  
6 officer or a substantially similar officer;

7 “(3) developing, implementing, distributing,  
8 publishing, or purchasing—

9 “(A) a training course relating to—

10 “(i) diversity, equity, inclusion, or ac-  
11 cessibility;

12 “(ii) a critical theory relating to race,  
13 gender, or otherwise;

14 “(iii) intersectionality; or

15 “(iv) sexual orientation or gender  
16 identity;

17 “(B) a training course substantially similar  
18 to the training courses described in subpara-  
19 graph (A); or

20 “(C) a training course that asserts or re-  
21 quires trainees to assert that a particular race,  
22 color, religion, ethnicity, biological sex, or na-  
23 tional origin is inherently or systemically supe-  
24 rior, inferior, oppressive, oppressed, privileged  
25 or unprivileged; or



1 “(4) engaging in a prohibited diversity, equity,  
2 or inclusion practice (as defined in section 1201 of  
3 the Civil Rights Act of 1964.).

4 “(b) EQUAL EMPLOYMENT OPPORTUNITY OF-  
5 FICES.—Nothing in this section shall be construed to—

6 “(1) prevent the maintenance and funding of an  
7 Equal Employment Opportunity office, as histori-  
8 cally organized and operated;

9 “(2) an office enforcing the Americans with  
10 Disabilities Act of 1990 (42 U.S.C. 12101 et seq.)  
11 or similar programs or offices as historically orga-  
12 nized and operated; or

13 “(3) prevent a party to a cooperative agreement  
14 with an executive agency from using non-Federal  
15 funds as the party so determines.”.

16 (b) CLERICAL AMENDMENT.—The table of sections  
17 for chapter 63 of title 31, United States Code, as amended  
18 by section 401(b), is further amended by adding at the  
19 end the following:

“6311. Cooperative agreements.”.

## 20 **TITLE V—FEDERAL ADVISORY** 21 **COMMITTEES**

### 22 **SEC. 501. PROHIBITED DIVERSITY, EQUITY, AND INCLUSION** 23 **PRACTICES.**

24 (a) IN GENERAL.—Chapter 10 of title 5, United  
25 States Code (commonly known as the “Federal Advisory

1 Committee Act”), is amended by adding at the end the  
 2 following:

3 **“SEC. 1015. DIVERSITY, EQUITY, AND INCLUSION PRAC-**  
 4 **TICES.**

5 “(a) PROHIBITED DIVERSITY, EQUITY, AND INCLU-  
 6 SION PRACTICE DEFINED.—In this section, the term ‘pro-  
 7 hibited diversity, equity, or inclusion practice’ has the  
 8 meaning that term has in section 1201 of the Civil Rights  
 9 Act of 1964.

10 “(b) PROHIBITION.—The following may not author-  
 11 ize, permit, or implement a prohibited diversity, equity,  
 12 or inclusion practice with respect to any advisory com-  
 13 mittee established by the head of an agency:

14 “(1) The Administrator.

15 “(2) The agency head.

16 “(3) The chair of the advisory committee.

17 “(4) The advisory committee.

18 “(c) TERMINATION OF COMMITTEE.—

19 “(1) FINDING BY ADMINISTRATOR.—With re-  
 20 spect to an advisory committee, if the Administrator  
 21 finds that the applicable agency head, chair of the  
 22 advisory committee, or the advisory committee au-  
 23 thorized, permitted, or implemented a prohibited di-  
 24 versity, equity, or inclusion practice, then the advi-

1 sory committee shall terminate not later than 30  
2 days after the Administrator makes such finding.

3 “(2) FINDING BY INSPECTOR GENERAL.—With  
4 respect to an advisory committee, if the Inspector  
5 General for the agency that established the advisory  
6 committee finds that the applicable agency head,  
7 chair of the advisory committee, or the advisory  
8 committee authorized, permitted, or implemented a  
9 prohibited diversity, equity, or inclusion practice,  
10 then the advisory committee shall terminate not  
11 later than 30 days after the Inspector General  
12 makes such finding.

13 “(d) ACTION.—

14 “(1) IN GENERAL.—Any person may bring an  
15 action in any United States district court seeking a  
16 determination that the Administrator, any agency  
17 head, any chair of an advisory committee, or any ad-  
18 visory committee authorized, permitted, or imple-  
19 mented a prohibited diversity, equity, or inclusion  
20 practice with respect to an advisory committee.

21 “(2) ORDER DIRECTING TERMINATION OF ADVI-  
22 SORY COMMITTEE.—If after an evidentiary hearing,  
23 a court determines that the defendant authorized,  
24 permitted, or implemented a prohibited diversity, eq-  
25 uity, or inclusion practice, the court shall issue an

1 order directing the Administrator to immediately  
2 terminate that advisory committee.

3 “(3) ADDITIONAL AWARDS.—In an action  
4 brought under this subsection in which the plaintiff  
5 prevails, the court may award—

6 “(A) a Writ of Mandamus or other equi-  
7 table or declaratory relief;

8 “(B) a minimum of \$1,000 per violation  
9 per day;

10 “(C) reasonable attorney’s fees and litiga-  
11 tion costs;

12 “(D) compensatory damages; and

13 “(E) all other appropriate relief.”.

14 (b) CLERICAL AMENDMENT.—The table of sections  
15 for chapter 10 of title 5, United States Code, is amended  
16 by inserting after the item relating to section 1014 the  
17 following:

“1015. Diversity, equity, and inclusion practices.”.

18 **SEC. 502. ADMINISTRATOR RESPONSIBILITIES.**

19 (a) COMPLIANCE.—Subsection (b)(1) of section 1006  
20 of title 5, United States Code, is amended—

21 (1) in subparagraph (C), by striking the word  
22 “or” at the end;

23 (2) in subparagraph (D), by striking the period  
24 at the end and inserting “; or”; and

25 (3) by adding at the end the following:

1                   “(E) whether the committee is in compli-  
2                   ance with the Dismantle DEI Act of 2025.”.

3           (b) GUIDELINES AND MANAGEMENT CONTROLS.—  
4   Section 1006 of title 5, United States Code, is further  
5   amended by adding at the end the following:

6           “(f) GUIDELINES AND MANAGEMENT CONTROLS RE-  
7   LATED TO THE END RACISM IN FEDERAL ADVISORY  
8   COMMITTEES ACT.—The Administrator shall—

9                   “(1) prescribe administrative guidelines and  
10           management controls applicable to advisory commit-  
11           tees to enforce the requirements of the Dismantle  
12           DEI Act of 2025; and

13                   “(2) ensure that the Committee Management  
14           Secretariat complies with and enforces the require-  
15           ments of the Dismantle DEI Act of 2025.”.

16           (c) REVISED RULES, REGULATIONS AND GUID-  
17   ANCE.—Not later than 180 days after the date of enact-  
18   ment of this Act, the Administrator shall ensure that all  
19   rules, regulations, policies, guidance, guidelines, manage-  
20   ment controls, governing documents, practices, require-  
21   ments, training, education, coursework, or similar devices  
22   are revised to the extent that they are inconsistent with  
23   this Act.

1 **SEC. 503. AGENCY HEAD RESPONSIBILITIES.**

2 (a) AGENCY HEAD RESPONSIBILITIES.—Subsection  
3 (a) of section 1007 of title 5, United States Code, is  
4 amended by adding at the end the following: “Each agency  
5 head shall establish uniform administrative guidelines and  
6 management controls to ensure compliance with the Dis-  
7 mantle DEI Act of 2025.”.

8 (b) COMPLIANCE.—Subsection (b) of section 1007 of  
9 title 5, United States Code, is amended—

10 (1) in paragraph (2), by striking “and” at the  
11 end;

12 (2) in paragraph (3), by striking the period at  
13 the end and inserting “; and”; and

14 (3) by adding at the end the following:

15 “(4) ensure compliance with the Dismantle DEI  
16 Act of 2025.”.

17 **TITLE VI—EDUCATION**

18 **SEC. 601. STANDARDS FOR ACCREDITATION OF ACCRED-**  
19 **ITING AGENCIES AND ASSOCIATIONS.**

20 Section 496(c) of the Higher Education Act of 1965  
21 (20 U.S.C. 1099b(c)) is amended—

22 (1) in paragraph (8), by striking “and” at the  
23 end;

24 (2) in paragraph (9), by striking the period at  
25 the end and inserting “; and”; and

26 (3) by adding at the end the following:

1           “(10) confirms that the standards for accredita-  
2           tion of the agency or association do not—

3           “(A) require, encourage, or coerce any in-  
4           stitution of higher education to engage in pro-  
5           hibited diversity, equity, and inclusion practices  
6           (as defined in section 1201 of the Civil Rights  
7           Act of 1964);

8           “(B) assess the commitment of an institu-  
9           tion of higher education to any ideology, belief,  
10          or viewpoint;

11          “(C) prohibit or discourage an institution  
12          of higher education from engaging in activity  
13          protected by the Constitution, including having  
14          a religious mission, operating as a religious in-  
15          stitution, or being controlled by or associated  
16          with a religious organization; or

17          “(D) discriminate against an institution of  
18          higher education for engaging in religious  
19          speech, religious practice, or religious exer-  
20          cise.”.

21 **SEC. 602. PROHIBITED USE OF FUNDS BY THE SECRETARY**  
22 **OF EDUCATION.**

23          Section 8527 of the Elementary and Secondary Edu-  
24          cation Act of 1965 (20 U.S.C. 7907) is amended by add-  
25          ing at the end the following:

1 “(e) PROHIBITION; RULES OF CONSTRUCTION.—

2 “(1) PROHIBITION.—None of the funds pro-  
3 vided to the Secretary of Education under this Act  
4 may be used by the Secretary, including through a  
5 grant, contract, or cooperative agreement, to—

6 “(A) maintain an Office of Diversity, Eq-  
7 uity, Inclusion, and Accessibility, an Office of  
8 Diversity, Equity, and Inclusion, an Office of  
9 Diversity and Inclusion, a Diversity Office or a  
10 substantially similar office;

11 “(B) maintain or employ a Chief Diversity  
12 Officer or substantially similar officer;

13 “(C) develop, implement, distribute, pub-  
14 lish, or purchase a training course or substan-  
15 tially similar course relating to any of the fol-  
16 lowing—

17 “(i) diversity, equity, inclusion, and  
18 accessibility (DEIA);

19 “(ii) diversity, equity, and inclusion;

20 “(iii) diversity and inclusion;

21 “(iv) diversity;

22 “(v) critical theory (race, gender, or  
23 otherwise);

24 “(vi) intersectionality; or



1                   “(vii) sexual orientation or gender  
2                   identity; or

3                   “(D) develop, implement, distribute, pub-  
4                   lish, or purchase a training course or substan-  
5                   tially similar course that asserts or requires  
6                   trainees to assert that a particular race, color  
7                   ethnicity, religion, biological sex, or national or-  
8                   igin is inherently or systemically superior, infe-  
9                   rior, oppressive or oppressed, privileged or  
10                  unprivileged.

11                  “(2) RULES OF CONSTRUCTION.—Nothing in  
12                  this section shall be construed to—

13                         “(A) prohibit the maintenance and funding  
14                         of Equal Employment Opportunity offices or of-  
15                         ficers, as historically organized and operated;

16                         “(B) prohibit the maintenance and funding  
17                         of offices enforcing the Americans with Disabil-  
18                         ities Act of 1990 or similar programs or offices,  
19                         as historically organized and operated; or

20                         “(C) impact the use of non-Federal funds  
21                         by a contractor of the Department of Education  
22                         or by a grant recipient of funds from the Sec-  
23                         retary of Education.”.

# 1       **TITLE VII—OTHER MATTERS**

## 2   **SEC. 701. FANNIE MAE, FREDDIE MAC, FEDERAL HOME** 3                   **LOAN BANKS, AND FEDERAL HOUSING FI-** 4                   **NANCE AGENCY.**

5       Section 1319A of the Federal Housing Enterprises  
6   Financial Safety and Soundness Act of 1992 (12 U.S.C.  
7   4520) is repealed.

## 8   **SEC. 702. CAPITAL MARKETS REGULATION; CORPORATE** 9                   **BOARDS; SELF-REGULATORY ORGANIZA-** 10                  **TIONS.**

11       (a) REPEAL OF OFFICES OF MINORITY AND WOMEN  
12   INCLUSION.—

13           (1) IN GENERAL.—Section 342 of the Dodd-  
14   Frank Wall Street Reform and Consumer Protection  
15   Act (12 U.S.C. 5452) is hereby repealed.

16           (2) TECHNICAL AND CONFORMING AMEND-  
17   MENTS.—

18           (A) Section 1016(c) of the Consumer Fi-  
19   nancial Protection Act of 2010 (12 U.S.C.  
20   5496(c)) is amended—

21                   (i) in paragraph (7), by adding “and”  
22                   at the end;

23                   (ii) in paragraph (8), by striking “;  
24                   and” and inserting a period; and

25                   (iii) by striking paragraph (9).

1 (B) The table of contents for the Dodd-  
2 Frank Wall Street Reform and Consumer Pro-  
3 tection Act is amended by striking the item re-  
4 lating to section 342.

5 (b) BOARDS OF PUBLIC COMPANIES SUBJECT TO  
6 CIVIL RIGHTS ACT.—Section 701 of the Civil Rights Act  
7 of 1964 (42 U.S.C. 2000e) is amended by adding at the  
8 end of subsection (f) the following: “The term ‘employee’  
9 includes any person who serves on a board of directors  
10 of an issuer that has a registration statement in effect  
11 as to a security under the Securities Act of 1933 and is  
12 compensated by the issuer.”.

13 (c) PROHIBITION ON RACISM.—The Gramm-Leach-  
14 Bliley Act (15 U.S.C. 6701 et seq.) is amended by insert-  
15 ing after section 503 (15 U.S.C. 6803) the following:

16 **“SEC. 503A. PROHIBITED DIVERSITY, EQUITY AND INCLU-**  
17 **SION PRACTICES.**

18 “No Federal functional regulator shall engage in a  
19 prohibited diversity, equity, and inclusion practice (as de-  
20 fined in section 1201 of the Civil Rights Act of 1964) or  
21 require (whether by regulation, enforcement action, guid-  
22 ance, examination or otherwise) that any person regulated  
23 by the Federal functional regulator engage in a prohibited  
24 diversity, equity, and inclusion practice.”.

1 (d) NATIONAL SECURITIES ASSOCIATIONS.—Section  
 2 15A of the Securities Exchange Act of 1934 (15 U.S.C.  
 3 78o–3) is amended by adding at the end the following:

4 “(o) PROHIBITED DIVERSITY, EQUITY AND INCLU-  
 5 SION PRACTICES.—No national securities association shall  
 6 engage in a prohibited diversity, equity, and inclusion  
 7 practice (as defined in section 1201 of the Civil Rights  
 8 Act of 1964) or require (whether by rule, enforcement ac-  
 9 tion, guidance, examination, or otherwise) that any mem-  
 10 ber of the national securities association engage in a pro-  
 11 hibited diversity, equity, and inclusion practice.”.

12 (e) COMMUNITY DEVELOPMENT ADVISORY BOARD  
 13 MEMBER REQUIREMENTS.—Section 104(d)(2)(G) of the  
 14 Community Development Banking and Financial Institu-  
 15 tions Act of 1994 (12 U.S.C. 4703(d)(2)(G)) is amended,  
 16 in the matter preceding clause (i), by striking “and racial,  
 17 ethnic, and gender diversity”.

18 **SEC. 703. HEALTH AND HUMAN SERVICES.**

19 Section 821 of the Public Health Service Act (42  
 20 U.S.C. 296m) is repealed.

21 **SEC. 704. REPEAL OF DIVERSITY, EQUITY, AND INCLUSION**

22 **PROGRAMS OF DEPARTMENT OF DEFENSE.**

23 (a) REPEAL OF REPORTING REQUIREMENTS ON DI-  
 24 VERSITY AND INCLUSION.—Section 113 of title 10, United  
 25 States Code, is amended—

1 (1) in subsection (c)—

2 (A) by striking paragraph (2); and

3 (B) by redesignating paragraphs (3) and  
4 (4) as paragraphs (2) and (3), respectively;

5 (2) in subsection (g)(1)(B)—

6 (A) by striking clause (vii); and

7 (B) by redesignating clauses (viii), (ix),  
8 and (x) as clauses (vii), (viii), and (ix), respec-  
9 tively; and

10 (3) by striking subsections (l) and (m) and by  
11 redesignating subsections (n) and (o) as subsections  
12 (l) and (m), respectively.

13 (b) REPEAL OF CHIEF DIVERSITY OFFICER.—

14 (1) IN GENERAL.—Section 147 of title 10,  
15 United States Code, is repealed.

16 (2) CLERICAL AMENDMENT.—The table of sec-  
17 tions at the beginning of chapter 4 of such title is  
18 amended by striking the item relating to section  
19 147.

20 (c) REPEAL OF PROGRAM ON DIVERSITY IN MILI-  
21 TARY LEADERSHIP.—

22 (1) IN GENERAL.—Section 656 of title 10,  
23 United States Code, is repealed.

24 (2) CLERICAL AMENDMENT.—The table of sec-  
25 tions at the beginning of chapter 37 of such title is

1       amended by striking the item relating to section  
2       656.

3       **SEC. 705. DEPARTMENT OF HOMELAND SECURITY AND**  
4                   **COAST GUARD.**

5       (a) IN GENERAL.—Paragraph (3) of section 845(c)  
6 of the Homeland Security Act of 2002 (6 U.S.C. 415(c))  
7 is repealed.

8       (b) COAST GUARD.—Section 1903(d)(2) of title 14,  
9 United States Code, is amended by striking “, including  
10 diversity, inclusion, and issues regarding women specifi-  
11 cally”.

12       **SEC. 706. DIRECTOR OF NATIONAL INTELLIGENCE.**

13       Section 5704 of the Damon Paul Nelson and Mat-  
14 thew Young Pollard Intelligence Authorization Act for  
15 Fiscal Years 2018, 2019, and 2020 (50 U.S.C. 3334b)  
16 is repealed.

17       **TITLE VIII—ENFORCEMENT;**  
18                   **SEVERABILITY**

19       **SEC. 801. ENFORCEMENT; PRIVATE CAUSE OF ACTION.**

20       (a) ENFORCEMENT.—Any person alleging a violation  
21 of this Act may bring a civil action in any United States  
22 District Court.

23       (b) RELIEF.—In a civil action brought under sub-  
24 section (a) in which the plaintiff prevails, the court may  
25 award—

- 1           (1) a Writ of Mandamus or other equitable or  
2       declaratory relief;
- 3           (2) a minimum of \$1,000 per violation per day;
- 4           (3) reasonable attorney's fees and litigation  
5       costs;
- 6           (4) compensatory damages; and
- 7           (5) all other appropriate relief.

8   **SEC. 802. SEVERABILITY.**

9       If any provision of this Act, an amendment made by  
10   this Act, or the application of such provision or amend-  
11   ment to any person or circumstance is held to be unconsti-  
12   tutional, the remainder of this Act, the amendments made  
13   by this Act, and the application of such provision or  
14   amendment to any person or circumstance shall not be af-  
15   fected thereby.

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