

119TH CONGRESS
1ST SESSION

S. 382

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

IN THE SENATE OF THE UNITED STATES

FEBRUARY 4, 2025

Mr. SCHMITT (for himself, Mr. COTTON, Mr. LANKFORD, Mr. DAINES, Mr. TUBERVILLE, Mrs. BLACKBURN, Mr. MARSHALL, Ms. LUMMIS, Mr. CASIDY, Mr. RISCH, Mr. CRAMER, Mr. BANKS, Mr. SHEEHY, Mrs. HYDE-SMITH, Mr. SCOTT of Florida, Mr. LEE, Mr. CRAPO, Mr. JOHNSON, Mr. HAWLEY, and Mr. BUDD) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

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,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Dismantle DEI Act
5 of 2025”.

6 **SEC. 2. TABLE OF CONTENTS.**

7 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 Executive orders and memoranda rescinded.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

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TITLE IV—FEDERAL GRANTS AND COOPERATIVE AGREEMENTS

Sec. 401. Required grant agreement terms.
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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,
22 ethnicity, religion, biological sex, or national origin is
23 inherently or systemically superior or inferior, op-
24 pressive or oppressed, or privileged or unprivileged;
25 or

1 “(3) requiring as a condition of employment, as
 2 a condition for promotion or advancement, or as a
 3 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 **TITLE I—FEDERAL OFFICES AND** 12 **PERSONNEL**

13 **SEC. 101. EXECUTIVE ORDERS AND MEMORANDA RE-** 14 **SCINDED.**

15 (a) RESCINDED EXECUTIVE ORDERS AND MEMO-
 16 RANDA.—

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

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

21 (B) is revoked in its entirety; and

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

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

5 (B) Executive Order 13988 (42 U.S.C.
6 2000e note; relating to preventing and com-
7 bating discrimination on the basis of gender
8 identity or sexual orientation).

9 (C) Executive Order 14020, (42 U.S.C.
10 2000e note; relating to the establishment of the
11 White House Gender Policy Council).

12 (D) Executive Order 14031 (42 U.S.C.
13 3501 note; relating to advancing equity, justice,
14 and opportunity for Asian Americans, Native
15 Hawaiians, and Pacific Islanders).

16 (E) Executive Order 14035 (42 U.S.C.
17 2000e note; relating to diversity, equity, inclu-
18 sion, and accessibility in the Federal work-
19 force).

20 (F) Executive Order 14091 (5 U.S.C. 601
21 note; relating to further advancing racial equity
22 and support for underserved communities
23 through the Federal Government).

24 (G) The National Security Memorandum
25 on “Revitalizing America’s Foreign Policy and

1 National Security Workforce, Institutions, and
 2 Partnerships (NSM-03)”, dated February 4,
 3 2021.

4 (H) The National Security Memorandum
 5 on Advancing the “Human Rights of Lesbian,
 6 Gay, Bisexual, Transgender, Queer, and
 7 Intersex Persons Around the World (NSM-
 8 04)”, dated February 4, 2021.

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

14 (c) PROGRAMS AND OFFICE.—

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

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

1 (A) shall undertake an appropriate reduc-
 2 tion in force; and

3 (B) may not transfer, reassign, or redesign-
 4 nate any employee or contractor with a position
 5 or function that is eliminated by operation of
 6 this subsection.

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

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

11 (1) revise all regulations, policies, procedures,
 12 manuals, circulars, courses, training, and guidance
 13 of the Office such that all such material is in compli-
 14 ance with and consistent with this Act and the
 15 amendments made by this Act;

16 (2) revise so as to effectively rescind all regula-
 17 tions, policies, procedures, manuals, circulars,
 18 courses, training, and guidance of the Office that
 19 were promulgated, adopted, or implemented to com-
 20 ply with the Executive orders and memoranda de-
 21 scribed in section 101(a)(2);

22 (3) terminate, close, and wind up the Office of
 23 Diversity, Equity, Inclusion, and Accessibility of the
 24 Office of Personnel Management (referred to in this
 25 paragraph as “ODEIA”) and undertake an appro-

1 appropriate reduction in force with respect to, and not
 2 transfer, reassign, or redesignate any, employees or
 3 contractors of ODEIA, the positions or functions of
 4 whom are eliminated by operation of this Act or the
 5 amendments made by this Act; and

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

13 (b) CHIEF DIVERSITY OFFICERS EXECUTIVE COUN-
 14 CIL CHARTER.—Effective on the date of enactment of this
 15 Act, the charter of the Chief Diversity Officers Executive
 16 Council is revoked.

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

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

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

1 “(A) Discriminating for or against any person
2 on the basis of race, color, ethnicity, religion, biological
3 sex, or national origin.

4 “(B) Training, education, coursework, or use of
5 other pedagogy, that asserts that a particular race,
6 color, ethnicity, religion, biological sex, or national
7 origin is inherently or systemically superior or inferior,
8 oppressive or oppressed, or privileged or
9 unprivileged.

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

13 “(D) Retaining or employing a consultant or
14 advisor to further promote or enforce a prohibited
15 diversity, equity, or inclusion practice.

16 “(E) Maintaining a rule, a regulation, a policy,
17 guidance, a guideline, management control, a practice,
18 a requirement, training, education, coursework,
19 or a similar device to further promote or enforce a
20 prohibited diversity, equity, or inclusion practice.

21 “(F) Requiring as a condition of employment,
22 as a condition for promotion or advancement, or as
23 a condition for speaking, making a presentation, or
24 submitting written materials, the signing of or assent
25 to a statement, code of conduct, work program,

1 or plan, or similar device that requires assent by the
2 employee that a particular race, color, ethnicity, reli-
3 gion, biological sex, or national origin is inherently
4 or systemically superior or inferior, oppressive or op-
5 pressed, or privileged or unprivileged.

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

7 “(A) apply to the activities of the Office or any
8 other agency under authority delegated under sub-
9 section (a);

10 “(B) prohibit racist behavior and racist training
11 in the Government, as described in paragraph (2) of
12 this subsection;

13 “(C) ensure compliance with this subsection;

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

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

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

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

24 “(B) ensure compliance with this subsection;

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

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

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

6 Not later than 180 days after the date of enactment
7 of this Act, the Director of the Office of Management and
8 Budget shall—

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

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

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

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

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

5 (b) STOPPING RACISM IN THE FEDERAL GOVERN-
6 MENT.—

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

11 (A) office relating to diversity, equity, in-
12 clusion, or accessibility; or

13 (B) a substantially similar office.

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

17 (A) maintaining in any agency the Chief
18 Diversity Officers Executive Council or a sub-
19 stantially similar council;

20 (B) maintaining or employing in any agen-
21 cy a chief diversity officer or a substantially
22 similar officer;

23 (C) subject to paragraph (3), developing,
24 implementing, distributing, or publishing in any
25 agency—

1 (i) plans, strategic plan, reports, or
 2 surveys relating to diversity, equity, inclu-
 3 sion, and accessibility; and

4 (ii) action plans, reports, or surveys
 5 relating to equity or substantially similar
 6 plans, reports, or surveys;

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

12 (E) developing, implementing, or maintain-
 13 ing in any agency an agency equity team or a
 14 substantially similar team;

15 (F) maintaining the White House Environ-
 16 mental Justice Interagency Council or a sub-
 17 stantially similar Council;

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

20 (H) developing, implementing, distributing,
 21 publishing, establishing, or purchasing in any
 22 agency—

23 (i) a training course relating to—

24 (I) diversity;

25 (II) equity;

1 (III) inclusion;

2 (IV) a critical theory relating to
3 race, gender, or otherwise; or

4 (V) intersectionality; or

5 (ii) a training course substantiality
6 similar to a training course described in
7 clause (i);

8 (I) developing, implementing, or maintain-
9 ing in any agency a diversity, equity, inclusion,
10 and accessibility data dashboard or a substan-
11 tially similar data dashboard;

12 (J) maintaining within the Office of Per-
13 sonnel Management a council relating to diver-
14 sity, equity, inclusion, or accessibility; or

15 (K) maintaining or employing in any agen-
16 cy a position relating to diversity, equity, inclu-
17 sion, or accessibility.

18 (3) EXCEPTION.—The prohibition under para-
19 graph (2)(C) shall not apply to a plan, report, or
20 survey required by law.

21 (4) RULE OF CONSTRUCTION.—Nothing in this
22 section shall be construed to prevent the mainte-
23 nance and funding of—

24 (A) Equal Employment Opportunity offices
25 as historically organized and operated; or

1 (B) an office enforcing the Americans with
2 Disabilities Act of 1990 (42 U.S.C. 12101 et
3 seq.) or similar programs or offices as histori-
4 cally organized and operated.

5 **SEC. 105. DEI OFFICES CLOSED.**

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

10 (1) shall—

11 (A) terminate, close, and wind up that of-
12 fice; and

13 (B) undertake an appropriate reduction in
14 force; and

15 (2) may not transfer, reassign, or redesignate
16 any employee or contractor with a position or func-
17 tion that is eliminated by operation of this sub-
18 section.

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

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

23 (2) an office enforcing the Americans with Dis-
24 abilities Act of 1990 (42 U.S.C. 12101 et seq.) or

1 similar programs or offices as historically organized
2 and operated.

3 **SEC. 106. PROHIBITED PERSONNEL PRACTICES.**

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

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

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

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

12 “(15) take or fail to take, or threaten to take
13 or fail to take, any personnel action against any em-
14 ployee or applicant for employment because of the
15 failure of the employee or applicant to—

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

22 “(B) complete training that asserts or re-
23 quires trainees to assert that a particular race,
24 color, ethnicity, religion, biological sex, or na-
25 tional origin is inherently or systemically supe-

rior or inferior, oppressive or oppressed, or privileged or unprivileged;

“(C) sign or assent to (which may be by executing or acknowledging) a statement, code of conduct, work program, plan, or similar device with respect to diversity, equity, and inclusion, critical theory (relating to race, gender, or otherwise), intersectionality, sexual orientation or gender identity, or any substantially similar theory or policy;

“(D) sign or assent to (which may be by executing or acknowledging) a statement, code of conduct, work program, plan, or similar device that asserts or requires assent by the employee or applicant that a particular race, color, ethnicity, religion, biological sex, or national origin is inherently or systemically superior or inferior, oppressive or oppressed, or privileged or unprivileged;

“(E) take any other action that would require the treatment of any individual advantageously or disadvantageously on the basis of that individual’s race, color, ethnicity, religion, biological sex, or national origin; or

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

9 (b) PERFORMANCE APPRAISAL SYSTEMS.—Section
10 4302 of title 5, United States Code, is amended by adding
11 at the end the following:

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

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

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

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

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

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

21 “(6) limit, segregate, or classify employees or
22 applicants for employment in any way that would
23 deprive or tend to deprive any individual of an em-
24 ployment opportunity, or otherwise adversely affect
25 the status of the individual as an employee, because

1 of the race, color, ethnicity, religion, biological sex,
2 or national origin of the individual.”.

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

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

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

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

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

“(4) sign or assent to (which may be by executing or acknowledging) a statement, code of conduct, work program, plan, or similar device that asserts or requires assent by the senior executive that a particular race, color, ethnicity, religion, biological sex, or national origin is inherently or systemically superior or inferior, oppressive or oppressed, or privileged or unprivileged;

“(5) take any other action that would require the treatment of any individual advantageously or disadvantageously on the basis of that individual’s race, color, ethnicity, religion, biological sex, or national origin; or

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

TITLE II—FEDERAL TRAINING

SEC. 201. GOVERNMENT-WIDE TRAINING.

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

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

4 “(1) with respect to diversity, equity, and inclu-
5 sion, critical theory (relating to race, gender, or oth-
6 erwise), intersectionality, sexual orientation or gen-
7 der identity, or any substantially similar theory or
8 policy; or

9 “(2) that asserts or requires the trainees to as-
10 sert that a particular race, color, ethnicity, religion,
11 biological sex, or national origin is inherently or sys-
12 temically superior or inferior, oppressive or op-
13 pressed, or privileged or unprivileged.

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

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

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

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

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

5 (1) in subsection (c), by striking “This section”
 6 and inserting “Except as provided in subsection (d),
 7 this section”; and

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

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

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

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

23 **SEC. 202. USE OF FUNDS.**

24 No funds appropriated or otherwise made available
 25 by law shall be used for the purpose of developing, imple-

1 mentoring, distributing, publishing or purchasing in any
 2 Federal agency a training course—

3 (1) relating to—

4 (A) diversity, equity, inclusion, and accessi-
 5 bility;

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

8 (C) intersectionality, sexual orientation, or
 9 gender identity; or

10 (2) that asserts or requires trainees to assert
 11 that a particular race, color, ethnicity, religion, bio-
 12 logical sex, or national origin is inherently or sys-
 13 temically superior, inferior, oppressive, oppressed,
 14 privileged, or unprivileged.

15 **TITLE III—FEDERAL** 16 **CONTRACTING**

17 **SEC. 301. REQUIRED CONTRACT TERMS.**

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

21 “(5) PROHIBITED DIVERSITY, EQUITY, OR IN-
 22 CLUSION PRACTICE.—No part of the contract will be
 23 performed, and no materials, supplies, articles, or
 24 equipment will be manufactured or fabricated under
 25 the contract, in plants, factories, buildings, or sur-

1 roundings, under working conditions or in a working
 2 environment, provided by or under the control or su-
 3 pervision of a contractor or any subcontractor who
 4 is subject to, or required to comply with, a prohib-
 5 ited diversity, equity or inclusion practice (as defined
 6 in section 1201 of the Civil Rights Act of 1964).”.

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

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

21 **SEC. 302. PROHIBITION ON DISCRIMINATION.**

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

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

25 “(a) PROHIBITION.—

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

6 “(A) excluded from participation;

7 “(B) denied benefits; or

8 “(C) otherwise discriminated against.

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

16 “(b) ENFORCEMENT.—

17 “(1) IN GENERAL.—The heads of Federal agen-
 18 cies shall enforce subsection (a) through rules, regu-
 19 lations, policies, and other executive actions of the
 20 agency that are similar to rules, regulations, policies,
 21 and other executive actions established with respect
 22 to racial and other discrimination under title VI of
 23 the Civil Rights Act of 1964 (42 U.S.C. 2000d et
 24 seq.).

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

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

 “122. Prohibition on discrimination.”.

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

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

14 (1) maintaining an office relating to diversity,
 15 equity, inclusion, or accessibility or a substantially
 16 similar office;

17 (2) maintaining or employing a chief diversity
 18 officer or a substantially similar officer; or

19 (3) developing, implementing, distributing, pub-
 20 lishing or purchasing—

21 (A) a training course relating to—

22 (i) diversity, equity, inclusion, or ac-
 23 cessibility;

24 (ii) a critical theory relating to race,
 25 gender, or otherwise;

1 (iii) intersectionality; or

2 (iv) sexual orientation or gender iden-
3 tity;

4 (B) a training course that is substantially
5 similar to a training course described in sub-
6 paragraph (A); or

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

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

15 (1) the maintenance and funding of an Equal
16 Employment Opportunity office, as historically orga-
17 nized and operated;

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

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

1 **TITLE IV—FEDERAL GRANTS**
 2 **AND COOPERATIVE AGREEMENTS**
 3 **MENTS**

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

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

8 **“§ 6310. Grants and grant agreements**

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

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

18 “(2) maintaining or employing a chief diversity
 19 officer or a substantially similar officer;

20 “(3) developing, implementing, distributing,
 21 publishing, or purchasing—

22 “(A) a training course relating to—

23 “(i) diversity, equity, inclusion, or ac-
 24 cessibility;

1 “(ii) a critical theory relating to race,
2 gender, or otherwise;

3 “(iii) intersectionality; or

4 “(iv) sexual orientation or gender
5 identity;

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

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

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

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

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

24 “(2) an office enforcing the Americans with
25 Disabilities Act of 1990 (42 U.S.C. 12101 et seq.)

1 or similar programs or offices as historically orga-
 2 nized and operated; or

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

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

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

“6310. Grants and grant agreements.”.

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

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

16 **“§ 6311. Cooperative agreements**

17 “(a) COOPERATIVE AGREEMENT REQUIRED
 18 TERMS.—The head of an executive agency may not enter
 19 into a cooperative agreement with a party unless the coop-
 20 erative agreement contains a provision specifying that no
 21 funds appropriated or otherwise made available by Federal
 22 law shall be used by any party to the cooperative agree-
 23 ment for purpose of—

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

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

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

5 “(A) a training course relating to—

6 “(i) diversity, equity, inclusion, or ac-
7 cessibility;

8 “(ii) a critical theory relating to race,
9 gender, or otherwise;

10 “(iii) intersectionality; or

11 “(iv) sexual orientation or gender
12 identity;

13 “(B) a training course substantially similar
14 to the training courses described in subpara-
15 graph (A); or

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

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

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

3 “(1) prevent the maintenance and funding of an
4 Equal Employment Opportunity office, as histori-
5 cally organized and operated;

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

10 “(3) prevent a party to an cooperative agree-
11 ment with an executive agency from using non-Fed-
12 eral funds as the party so determines.”.

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

“6311. Cooperative agreements.”.

17 **TITLE V—FEDERAL ADVISORY** 18 **COMMITTEES**

19 **SEC. 501. PROHIBITED DIVERSITY, EQUITY, AND INCLUSION** 20 **PRACTICES.**

21 (a) IN GENERAL.—Chapter 10 of title 5, United
22 States Code (commonly known as the “Federal Advisory
23 Committee Act”), is amended by adding at the end the
24 following:

1 **“SEC. 1015. DIVERSITY, EQUITY, AND INCLUSION PRAC-**
 2 **TICES.**

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

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

12 “(1) The Administrator.

13 “(2) The agency head.

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

15 “(4) The advisory committee.

16 “(c) TERMINATION OF COMMITTEE.—

17 “(1) FINDING BY ADMINISTRATOR.—With re-
 18 spect to an advisory committee, if the Administrator
 19 finds that the applicable agency head, the chair of
 20 the advisory committee, or the advisory committee
 21 authorized, permitted, or implemented a prohibited
 22 diversity, equity, or inclusion practice, then the advi-
 23 sory committee shall terminate not later than 30
 24 days after the Administrator makes such finding.

25 “(2) FINDING BY INSPECTOR GENERAL.—With
 26 respect to an advisory committee, if the Inspector

1 General for the agency that established the advisory
2 committee finds that the applicable agency head,
3 chair of the advisory committee, or the advisory
4 committee authorized, permitted, or implemented a
5 prohibited diversity, equity, or inclusion practice,
6 then the advisory committee shall terminate not
7 later than 30 days after the Inspector General
8 makes such finding.

9 “(d) ACTION.—

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

17 “(2) ORDER DIRECTING TERMINATION OF ADVI-
18 SORY COMMITTEE.—If after an evidentiary hearing,
19 a court determines that the defendant authorized,
20 permitted, or implemented a prohibited diversity, eq-
21 uity, or inclusion practice, the court shall issue an
22 order directing the Administrator to immediately
23 terminate that advisory committee.

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

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

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

8 “(C) reasonable attorney’s fees and litiga-
9 tion costs;

10 “(D) compensatory damages; and

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

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

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

16 **SEC. 502. ADMINISTRATOR RESPONSIBILITIES.**

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

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

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

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

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

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

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

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

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

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

22 **SEC. 503. AGENCY HEAD RESPONSIBILITIES.**

23 (a) AGENCY HEAD RESPONSIBILITIES.—Subsection
 24 (a) of section 1007 of title 5, United States Code, is
 25 amended by adding at the end the following: “Each agency

1 head shall establish uniform administrative guidelines and
 2 management controls to ensure compliance with the Dis-
 3 mantle DEI Act of 2025.”.

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

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

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

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

11 “(4) ensure compliance with the Dismantle DEI
 12 Act of 2025.”.

13 **TITLE VI—EDUCATION**

14 **SEC. 601. STANDARDS FOR ACCREDITATION OF ACCRED- 15 ITING AGENCIES AND ASSOCIATIONS.**

16 Section 496(c) of the Higher Education Act of 1965
 17 (20 U.S.C. 1099b(c)) is amended—

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

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

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

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

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

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

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

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

19 **SEC. 602. PROHIBITED USE OF FUNDS BY THE SECRETARY**
 20 **OF EDUCATION.**

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

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

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

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

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

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

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

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

19 “(iii) diversity and inclusion;

20 “(iv) diversity;

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

23 “(vi) intersectionality; or

24 “(vii) sexual orientation or gender
 25 identity; or

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

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

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

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

18 “(C) impact the use of non-Federal funds
19 by a contractor of the Department of Education
20 or by a grant recipient of funds from the Sec-
21 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 repealed.

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

18 (A) CONSUMER FINANCIAL PROTECTION
 19 ACT OF 2010.—Section 1016(c) of the Consumer
 20 Financial Protection Act of 2010 (12 U.S.C.
 21 5496(c)) is amended—

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

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

1 (iii) by striking paragraph (9).

2 (B) DODD-FRANK WALL STREET REFORM
3 AND CONSUMER PROTECTION ACT.—The table
4 of contents for the Dodd-Frank Wall Street Re-
5 form and Consumer Protection Act is amended
6 by striking the item relating to section 342.

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

15 (c) PROHIBITION ON RACISM.—

16 (1) IN GENERAL.—The Gramm-Leach-Bliley
17 Act (Public Law 106–102) is amended by inserting
18 after section 503 (15 U.S.C. 6803) the following:

19 **“SEC. 503A. PROHIBITED DIVERSITY, EQUITY AND INCLU-**
20 **SION PRACTICES.**

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

1 by the Federal functional regulator engage in a prohibited
 2 diversity, equity, and inclusion practice.”.

3 (2) CLERICAL AMENDMENT.—The table of con-
 4 tents for the Gramm-Leach-Bliley Act (Public Law
 5 106–102) is amended by inserting after the item re-
 6 lating to section 503 the following:

“Sec. 503A. Prohibited diversity, equity and inclusion practices.”.

7 (d) NATIONAL SECURITIES ASSOCIATIONS.—Section
 8 15A of the Securities Exchange Act of 1934 (15 U.S.C.
 9 78o–3) is amended by adding at the end the following:
 10 “(o) PROHIBITED DIVERSITY, EQUITY AND INCLU-
 11 SION PRACTICES.—No national securities association shall
 12 engage in a prohibited diversity, equity, and inclusion
 13 practice (as defined in section 1201 of the Civil Rights
 14 Act of 1964) or require (whether by rule, enforcement ac-
 15 tion, guidance, examination, or otherwise) that any mem-
 16 ber of the national securities association engage in a pro-
 17 hibited diversity, equity, and inclusion practice.”.

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

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

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

4 **SEC. 704. REPEAL OF DIVERSITY, EQUITY, AND INCLUSION**
5 **PROGRAMS OF DEPARTMENT OF DEFENSE.**

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

9 (1) in subsection (c)—

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

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

13 (2) in subsection (g)(1)(B)—

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

15 (B) by redesignating clauses (viii), (ix),
16 and (x) as clauses (vii), (viii), and (ix), respec-
17 tively; and

18 (3) by striking subsections (l) and (m) and by
19 redesignating subsections (n) and (o) as subsections
20 (l) and (m), respectively.

21 (b) REPEAL OF CHIEF DIVERSITY OFFICER.—

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

24 (2) CLERICAL AMENDMENT.—The table of sec-
25 tions at the beginning of chapter 4 of such title is

1 amended by striking the item relating to section
2 147.

3 (c) REPEAL OF PROGRAM ON DIVERSITY IN MILI-
4 TARY LEADERSHIP.—

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

7 (2) CLERICAL AMENDMENT.—The table of sec-
8 tions at the beginning of chapter 37 of such title is
9 amended by striking the item relating to section
10 656.

11 **SEC. 705. DEPARTMENT OF HOMELAND SECURITY AND**
12 **COAST GUARD.**

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

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

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

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

1 **TITLE VIII—ENFORCEMENT;**
2 **SEVERABILITY**

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

4 (a) ENFORCEMENT.—Any person alleging a violation
5 of this Act may bring a civil action in any United States
6 District Court.

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

10 (1) a Writ of Mandamus or other equitable or
11 declaratory relief;

12 (2) a minimum of \$1,000 per violation per day;

13 (3) reasonable attorney’s fees and litigation
14 costs;

15 (4) compensatory damages; and

16 (5) all other appropriate relief.

17 **SEC. 802. SEVERABILITY.**

18 If any provision of this Act, an amendment made by
19 this Act, or the application of such provision or amend-
20 ment to any person or circumstance is held to be unconsti-
21 tutional, the remainder of this Act, the amendments made
22 by this Act, and the application of such provision or
23 amendment to any person or circumstance shall not be af-
24 fected thereby.

○