

**Congress of the United States**  
**House of Representatives**

COMMITTEE ON OVERSIGHT AND REFORM

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WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5051  
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<https://oversight.house.gov>

August 19, 2020

The Honorable Eugene Scalia  
Secretary  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

Dear Secretary Scalia:

In light of the Supreme Court's decision in *Bostock v. Clayton County*, the Subcommittee urges the Department of Labor to reevaluate its recently announced policies and rulemakings that allow for discrimination against LGBTQ+ people. In a 6-3 decision, the Supreme Court ruled that Title VII protections against sex-based discrimination in the workplace extend to sexual orientation and gender identity.

Since the beginning of the Trump Administration, the Department has taken steps to undermine workplace protections for LGBTQ+ employees in the United States:

- On inauguration day, the Department removed its report on “Advancing LGBTQ Workplace Rights” from its website.<sup>1</sup>
- In August 2018, the Department issued a directive that drastically expanded a religious exemption for federal contractors from non-discrimination employment rules in Executive Order 11246 (EO 11246).
- DOL proposed codifying that directive with a rule that would “significantly expand the number of federal contractors eligible for a religious exemption;”<sup>2</sup>
- The Department proposed a rule that would exempt the military's TRICARE

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<sup>1</sup> *Trump Administration Removes All Mentions of LGBTQ People or Rights from the White House Website*, Human Rights Campaign (Jan. 20, 2017) (online at [www.hrc.org/blog/trump-administration-removes-all-mentions-of-lgbtq-people-or-rights-from-th](http://www.hrc.org/blog/trump-administration-removes-all-mentions-of-lgbtq-people-or-rights-from-th)).

<sup>2</sup> Department of Labor, *Implementing Legal Requirements Regarding Opportunity Clause's Religious Exemption*, 84 Fed. Reg. 41677 (Aug. 15, 2019) (online at [www.federalregister.gov/documents/2019/08/15/2019-17472/implementing-legal-requirements-regarding-the-equal-opportunity-clauses-religious-exemption](http://www.federalregister.gov/documents/2019/08/15/2019-17472/implementing-legal-requirements-regarding-the-equal-opportunity-clauses-religious-exemption)); *The Nondiscrimination Protections of Millions of Workers are Under Threat*, Center for American Progress (Sept. 3, 2019) (online at [www.americanprogress.org/issues/lgbtq-rights/reports/2019/09/03/473958/nondiscrimination-protections-millions-workers-threat/](http://www.americanprogress.org/issues/lgbtq-rights/reports/2019/09/03/473958/nondiscrimination-protections-millions-workers-threat/)).

health program from nondiscrimination provisions under EO 11246, including for sexual orientation and gender identity.<sup>3</sup>

- DOL proposed a “Faith-Based Initiative” rule to exempt religious organizations receiving federal funds from requirements to provide a notice of nondiscrimination and referrals to secular organizations.<sup>4</sup>

These policies and rulemakings significantly undercut the civil rights and liberties of LGBTQ+ people.<sup>5</sup> In *Bostock*, the Supreme Court ruled that prohibitions on discrimination on the basis of sex include discrimination on the basis of sexual orientation and gender identity. *Bostock* reinforces the protection of sexual orientation and gender identity under EO 11246 because “OFCCP interprets nondiscrimination obligations under EO 11246 in accordance with Title VII.”<sup>6</sup> The Department, therefore, should immediately reverse its systematic refusal to enforce LGBTQ+ rights.

Furthermore, the Court’s clear affirmation of LGBTQ+ rights should prompt an examination of the Administration’s expansion of religious liberty exemptions to non-discrimination requirements. Title VII does not provide blanket exemptions for those claiming religious liberty to discriminate on the basis of sex.<sup>7</sup>

The Subcommittee requests that the Department provide a written plan by September 2, 2020 that:

1. Identifies all policies and rulemakings made by the Department since January 20, 2017 that:
  - a. altered how the Department interprets “sex;”

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<sup>3</sup> Department of Labor, *Affirmative Action and Nondiscrimination Obligations of Federal Contractors and Subcontractors: TRICARE and Certain Other Health Care Providers*, 84 Fed. Reg. 59746 (Nov. 6, 2019) (online at [www.federalregister.gov/documents/2019/11/06/2019-23700/affirmative-action-and-nondiscrimination-obligations-of-federal-contractors-and-subcontractors](http://www.federalregister.gov/documents/2019/11/06/2019-23700/affirmative-action-and-nondiscrimination-obligations-of-federal-contractors-and-subcontractors)).

<sup>4</sup> Department of Labor, *Press Release: U.S. Department of Labor Announces Proposed Rule Regarding Equal Treatment of Faith-Based Organizations in U.S. Department of Labor-Supported Social Service Programs* (Jan. 16, 2020) (online at [www.dol.gov/newsroom/releases/cfoi/cfoi20200116](http://www.dol.gov/newsroom/releases/cfoi/cfoi20200116)).

<sup>5</sup> *Religious Exemptions Are Gutting Civil Rights Protections, Advocacy Groups Warn*, NBC News (May 19, 2020) (online at [www.nbcnews.com/feature/nbc-out/religious-exemptions-are-gutting-civil-rights-protections-advocacy-groups-warn-n1209826](http://www.nbcnews.com/feature/nbc-out/religious-exemptions-are-gutting-civil-rights-protections-advocacy-groups-warn-n1209826)).

<sup>6</sup> U.S. Commission on Civil Rights, *U.S. Commission on Civil Rights Calls on Trump Administration to Revise Regulations and Enforcement Practices to Recognize Civil Rights Protections for LGBT Americans and Comply with the Bostock Decision* (June 19, 2020) (online at [www.usccr.gov/files/2020-06-19-USCCR-Calls-for-Changes-Post-Bostock.pdf](http://www.usccr.gov/files/2020-06-19-USCCR-Calls-for-Changes-Post-Bostock.pdf)); *The Promise of Executive Order 11246: “Equality as a Fact and Equality as a Result,”* DePaul Journal for Social Justice (May 2020) (online at <https://via.library.depaul.edu/cgi/viewcontent.cgi?article=1218&context=jsj>).

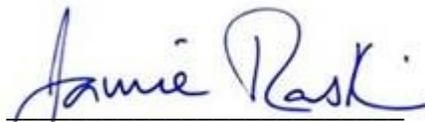
<sup>7</sup> Equal Employment Opportunity Commission, *Questions and Answers: Religious Discrimination in the Workplace* (July 22, 2008) (online at [www.eeoc.gov/laws/guidance/questions-and-answers-religious-discrimination-workplace](http://www.eeoc.gov/laws/guidance/questions-and-answers-religious-discrimination-workplace)).

- b. altered how the Department processes complaints regarding discrimination against LGBTQ+ people; or
  - c. expanded religious exemptions from non-discrimination provisions; and
2. Describes the steps that the Department will take to reevaluate and alter these discriminatory policies in light of the Supreme Court's ruling in *Bostock*.

The Committee on Oversight and Reform is the principal oversight committee of the House of Representatives and has broad authority to investigate “any matter” at “any time” under House Rule X.

An attachment to this letter provides additional instructions for responding to the Committee's request. If you have any questions regarding this request, please contact Committee staff at (202) 225-5051.

Sincerely,

A handwritten signature in blue ink that reads "Jamie Raskin". The signature is written in a cursive style with a horizontal line underneath the name.

Jamie Raskin  
Chairman

Subcommittee on Civil Rights and Civil Liberties

Enclosure

cc: The Honorable Chip Roy, Ranking Member  
Subcommittee on Civil Rights and Civil Liberties  
Committee on Oversight and Reform

## Responding to Oversight Committee Document Requests

1. In complying with this request, produce all responsive documents that are in your possession, custody, or control, whether held by you or your past or present agents, employees, and representatives acting on your behalf. Produce all documents that you have a legal right to obtain, that you have a right to copy, or to which you have access, as well as documents that you have placed in the temporary possession, custody, or control of any third party.
2. Requested documents, and all documents reasonably related to the requested documents, should not be destroyed, altered, removed, transferred, or otherwise made inaccessible to the Committee.
3. In the event that any entity, organization, or individual denoted in this request is or has been known by any name other than that herein denoted, the request shall be read also to include that alternative identification.
4. The Committee's preference is to receive documents in electronic form (i.e., CD, memory stick, thumb drive, or secure file transfer) in lieu of paper productions.
5. Documents produced in electronic format should be organized, identified, and indexed electronically.
6. Electronic document productions should be prepared according to the following standards:
  - a. The production should consist of single page Tagged Image File ("TIF"), files accompanied by a Concordance-format load file, an Opticon reference file, and a file defining the fields and character lengths of the load file.
  - b. Document numbers in the load file should match document Bates numbers and TIF file names.
  - c. If the production is completed through a series of multiple partial productions, field names and file order in all load files should match.
  - d. All electronic documents produced to the Committee should include the following fields of metadata specific to each document, and no modifications should be made to the original metadata:  
  
BEGDOC, ENDDOC, TEXT, BEGATTACH, ENDATTACH, PAGECOUNT, CUSTODIAN, RECORDTYPE, DATE, TIME, SENTDATE, SENTTIME, BEGINDATE, BEGINTIME, ENDDATE, ENDTIME, AUTHOR, FROM, CC, TO, BCC, SUBJECT, TITLE, FILENAME, FILEEXT, FILESIZE, DATECREATED, TIMECREATED, DATELASTMOD, TIMELASTMOD,

INTMSGID, INTMSGHEADER, NATIVELINK, INTFILPATH, EXCEPTION,  
BEGATTACH.

7. Documents produced to the Committee should include an index describing the contents of the production. To the extent more than one CD, hard drive, memory stick, thumb drive, zip file, box, or folder is produced, each should contain an index describing its contents.
8. Documents produced in response to this request shall be produced together with copies of file labels, dividers, or identifying markers with which they were associated when the request was served.
9. When you produce documents, you should identify the paragraph(s) or request(s) in the Committee's letter to which the documents respond.
10. The fact that any other person or entity also possesses non-identical or identical copies of the same documents shall not be a basis to withhold any information.
11. The pendency of or potential for litigation shall not be a basis to withhold any information.
12. In accordance with 5 U.S.C. § 552(d), the Freedom of Information Act (FOIA) and any statutory exemptions to FOIA shall not be a basis for withholding any information.
13. Pursuant to 5 U.S.C. § 552a(b)(9), the Privacy Act shall not be a basis for withholding information.
14. If compliance with the request cannot be made in full by the specified return date, compliance shall be made to the extent possible by that date. An explanation of why full compliance is not possible shall be provided along with any partial production.
15. In the event that a document is withheld on the basis of privilege, provide a privilege log containing the following information concerning any such document: (a) every privilege asserted; (b) the type of document; (c) the general subject matter; (d) the date, author, addressee, and any other recipient(s); (e) the relationship of the author and addressee to each other; and (f) the basis for the privilege(s) asserted.
16. If any document responsive to this request was, but no longer is, in your possession, custody, or control, identify the document (by date, author, subject, and recipients), and explain the circumstances under which the document ceased to be in your possession, custody, or control.
17. If a date or other descriptive detail set forth in this request referring to a document is inaccurate, but the actual date or other descriptive detail is known to you or is otherwise apparent from the context of the request, produce all documents that would be responsive as if the date or other descriptive detail were correct.

18. This request is continuing in nature and applies to any newly-discovered information. Any record, document, compilation of data, or information not produced because it has not been located or discovered by the return date shall be produced immediately upon subsequent location or discovery.
19. All documents shall be Bates-stamped sequentially and produced sequentially.
20. Two sets of each production shall be delivered, one set to the Majority Staff and one set to the Minority Staff. When documents are produced to the Committee, production sets shall be delivered to the Majority Staff in Room 2157 of the Rayburn House Office Building and the Minority Staff in Room 2105 of the Rayburn House Office Building.
21. Upon completion of the production, submit a written certification, signed by you or your counsel, stating that: (1) a diligent search has been completed of all documents in your possession, custody, or control that reasonably could contain responsive documents; and (2) all documents located during the search that are responsive have been produced to the Committee.

### **Definitions**

1. The term “document” means any written, recorded, or graphic matter of any nature whatsoever, regardless of how recorded, and whether original or copy, including, but not limited to, the following: memoranda, reports, expense reports, books, manuals, instructions, financial reports, data, working papers, records, notes, letters, notices, confirmations, telegrams, receipts, appraisals, pamphlets, magazines, newspapers, prospectuses, communications, electronic mail (email), contracts, cables, notations of any type of conversation, telephone call, meeting or other inter-office or intra-office communication, bulletins, printed matter, computer printouts, teletypes, invoices, transcripts, diaries, analyses, returns, summaries, minutes, bills, accounts, estimates, projections, comparisons, messages, correspondence, press releases, circulars, financial statements, reviews, opinions, offers, studies and investigations, questionnaires and surveys, and work sheets (and all drafts, preliminary versions, alterations, modifications, revisions, changes, and amendments of any of the foregoing, as well as any attachments or appendices thereto), and graphic or oral records or representations of any kind (including without limitation, photographs, charts, graphs, microfiche, microfilm, videotape, recordings and motion pictures), and electronic, mechanical, and electric records or representations of any kind (including, without limitation, tapes, cassettes, disks, and recordings) and other written, printed, typed, or other graphic or recorded matter of any kind or nature, however produced or reproduced, and whether preserved in writing, film, tape, disk, videotape, or otherwise. A document bearing any notation not a part of the original text is to be considered a separate document. A draft or non-identical copy is a separate document within the meaning of this term.
2. The term “communication” means each manner or means of disclosure or exchange of information, regardless of means utilized, whether oral, electronic, by document or otherwise, and whether in a meeting, by telephone, facsimile, mail, releases, electronic

message including email (desktop or mobile device), text message, instant message, MMS or SMS message, message application, or otherwise.

3. The terms “and” and “or” shall be construed broadly and either conjunctively or disjunctively to bring within the scope of this request any information that might otherwise be construed to be outside its scope. The singular includes plural number, and vice versa. The masculine includes the feminine and neutral genders.
4. The term “including” shall be construed broadly to mean “including, but not limited to.”
5. The term “Company” means the named legal entity as well as any units, firms, partnerships, associations, corporations, limited liability companies, trusts, subsidiaries, affiliates, divisions, departments, branches, joint ventures, proprietorships, syndicates, or other legal, business or government entities over which the named legal entity exercises control or in which the named entity has any ownership whatsoever.
6. The term “identify,” when used in a question about individuals, means to provide the following information: (a) the individual’s complete name and title; (b) the individual’s business or personal address and phone number; and (c) any and all known aliases.
7. The term “related to” or “referring or relating to,” with respect to any given subject, means anything that constitutes, contains, embodies, reflects, identifies, states, refers to, deals with, or is pertinent to that subject in any manner whatsoever.
8. The term “employee” means any past or present agent, borrowed employee, casual employee, consultant, contractor, de facto employee, detailee, fellow, independent contractor, intern, joint adventurer, loaned employee, officer, part-time employee, permanent employee, provisional employee, special government employee, subcontractor, or any other type of service provider.
9. The term “individual” means all natural persons and all persons or entities acting on their behalf.