

Congress of the United States
House of Representatives

COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY
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MEMORANDUM

June 24, 2024

To: Members, Committee on Oversight and Accountability

From: Committee Staff

Re: Hearing titled “Standing up for the Rule of Law: Ending Illegal Racial Discrimination and Protecting Men and Women in U.S. Employment Practices”

On **Thursday, June 27, 2024, at 10:00 a.m. ET in 2154 Rayburn House Office Building**, the Full Committee on Oversight and Accountability will hold a hearing titled “Standing up for the Rule of Law: Ending Illegal Racial Discrimination and Protecting Men and Women in U.S. Employment Practices.”

I. BACKGROUND:

The Equal Employment Opportunity Commission (EEOC) has a duty to uphold Title VII of the Civil Rights Act of 1964. Following last summer’s Supreme Court decision which struck down race-based admissions policies at U.S. colleges and universities,¹ 13 state Attorneys General wrote Fortune 100 CEOs calling for their compliance with “race-neutral- principles in [their] employment and contracting practices.”² Additionally, the EEOC has issued new guidance on sex-based discrimination in the workplace, requiring employers to force employees to use employee preferred pronouns and to permit male employees to use women’s changing areas and bathrooms.³

II. HEARING PURPOSE:

The hearing will examine the concerns of state Attorneys General and expert witnesses related to continued race-based practices at U.S. companies and the efforts of the EEOC to investigate race-conscious corporate initiatives, in addition to the anticipated impact of the EEOC issuing new guidance jeopardizing the safety of men and women in the workplace.

¹ *Students for Fair Admissions, Inc. v. President & Fellows of Harv. Coll.*, 600 U.S. 181 (2023).

² Letter from Kris Kobach, Kansas Attorney General, *et al.*, to Fortune 100 CEOs (July 13, 2023)

³ Equal Employment Opportunity Comm’n, *Enforcement Guidance on Harassment in the Workplace* (Apr. 29, 2024).

III. WITNESSES:

The Honorable Todd Rokita
Attorney General
Indiana

Jonathan Berry
Managing Partner
Boyden Gray PLLC

Inez Feltscher Stepman
Senior Policy and Legal Analyst
Independent Women's Forum