

**AMENDMENT TO THE AMENDMENT IN THE  
NATURE OF A SUBSTITUTE TO H.R. 8706  
OFFERED BY M\_\_ . \_\_\_\_\_**

Add at the end the following:

1 **SEC. 803. LIMITATIONS ON REDUCTION IN FORCE.**

2 No Federal funds may be obligated or expended to  
3 carry out a reduction in force as a result of the enactment  
4 of this Act that would affect the following:

5 (1) Individuals from communities of color, such  
6 as Black and African American, Hispanic and  
7 Latino, Native American, Alaska Native and Indige-  
8 nous, Asian American, Native Hawaiian and Pacific  
9 Islander, Middle Eastern, and North African per-  
10 sons.

11 (2) Individuals from communities that face dis-  
12 crimination based on sex, sexual orientation, and  
13 gender identity (including lesbian, gay, bisexual,  
14 transgender, queer, gender non-conforming, and  
15 non-binary (LGBTQ+) persons).

16 (3) Individuals who face discrimination based  
17 on pregnancy or pregnancy-related conditions, par-  
18 ents, and caregivers.

1           (4) Individuals who belong to communities that  
2           face discrimination based on their religion or dis-  
3           ability.

4           (5) First-generation professionals or first-gen-  
5           eration college students.

6           (6) Individuals with limited English proficiency.

7           (7) Immigrants.

8           (8) Individuals who belong to communities that  
9           may face employment barriers based on older age or  
10          former incarceration.

11          (9) Individuals who live in rural areas.

12          (10) Veterans and military spouses.

13          (11) Individuals adversely affected by persistent  
14          poverty, discrimination, or inequality.

