

119TH CONGRESS
1ST SESSION

H. R. 711

To provide for equal protection of the law and to prohibit discrimination and preferential treatment on the basis of race, color, or national origin in Federal actions, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 23, 2025

Mr. TIFFANY (for himself, Mr. OWENS, Ms. TENNEY, Ms. HAGEMAN, Mr. OGLES, Mrs. MILLER of Illinois, Mr. GROTHMAN, Mr. WEBER of Texas, and Mr. MOORE of Alabama) introduced the following bill; which was referred to the Committee on the Judiciary, and in addition to the Committees on Oversight and Government Reform, Education and Workforce, and House Administration, 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

A BILL

To provide for equal protection of the law and to prohibit discrimination and preferential treatment on the basis of race, color, or national origin in Federal actions, 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 “Fairness, Anti-dis-
3 crimination and Individual Rights Act of 2025” or the
4 “FAIR Act of 2025”.

5 **SEC. 2. PROHIBITION AGAINST DISCRIMINATION AND**
6 **PREFERENTIAL TREATMENT.**

7 Notwithstanding any other provision of law, neither
8 the Federal Government nor any officer, employee, or
9 agent of the Federal Government shall—

10 (1) intentionally discriminate against, or grant
11 a preference to, any person or group based in whole
12 or in part on race, color, or national origin, in con-
13 nection with—

14 (A) a Federal contract or subcontract;

15 (B) Federal employment; or

16 (C) any other federally conducted program
17 or activity; or

18 (2) require or encourage a Federal contractor
19 or subcontractor, or the recipient of a license or fi-
20 nancial assistance, to discriminate intentionally
21 against, or grant a preference to, any person or
22 group based in whole or in part on race, color, or
23 national origin, in connection with any Federal con-
24 tract or subcontract or Federal license or financial
25 assistance.

1 **SEC. 3. PROHIBITION RELATING TO RECIPIENTS OF FED-**
2 **ERAL AID.**

3 A State or private entity that receives Federal finan-
4 cial assistance may not discriminate against, or grant a
5 preference to, any person or group based in whole or in
6 part on race, color, or national origin, in connection
7 with—

8 (1) any contract or subcontract;

9 (2) employment; or

10 (3) admission to any educational institution.

11 **SEC. 4. CONSTRUCTION.**

12 This Act does not affect any law governing immigra-
13 tion or nationality, or the administration of any such law.

14 **SEC. 5. COMPLIANCE REVIEW OF POLICIES AND REGULA-**
15 **TIONS.**

16 Not later than 6 months after the date of enactment
17 of this Act, the head of each department or agency of the
18 Federal Government, in consultation with the Attorney
19 General, shall review all existing policies and regulations
20 that such department or agency head is charged with ad-
21 ministering, modify such policies and regulations to con-
22 form to the requirements of this Act, and report to the
23 Committee on the Judiciary of the House of Representa-
24 tives and the Committee on the Judiciary of the Senate
25 the results of the review and any modifications to the poli-
26 cies and regulations.

1 **SEC. 6. REMEDIES.**

2 (a) IN GENERAL.—Any person aggrieved by a viola-
3 tion of section 2 or 3 may, in a civil action against the
4 violator (including a violator that is a governmental enti-
5 ty), obtain appropriate relief (which may include back
6 pay). A prevailing plaintiff in a civil action under this sec-
7 tion shall be awarded a reasonable attorney’s fee as part
8 of the costs.

9 (b) CONSTRUCTION.—This section does not affect
10 any remedy available under any other law.

11 **SEC. 7. EFFECT ON PENDING MATTERS.**

12 (a) PENDING CASES.—This Act does not affect any
13 case pending on the date of enactment of this Act.

14 (b) PENDING CONTRACTS AND SUBCONTRACTS.—
15 This Act does not affect any contract or subcontract in
16 effect on the date of enactment of this Act, including any
17 option exercised under such contract or subcontract before
18 or after such date of enactment.

19 **SEC. 8. DEFINITIONS.**

20 In this Act, the following definitions apply:

21 (1) FEDERAL GOVERNMENT.—The term “Fed-
22 eral Government” means executive and legislative
23 branches of the Government of the United States.

24 (2) PREFERENCE.—The term “preference”
25 means an advantage of any kind, and includes a

- 1 quota, set-aside, numerical goal, timetable, or other
- 2 numerical objective.

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