

119TH CONGRESS
2D SESSION

H. R. 8379

To prohibit diversity, equity, and inclusion in Federal hiring and employment,
and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

APRIL 20, 2026

Ms. LETLOW introduced the following bill; which was referred to the
Committee on Oversight and Government Reform

A BILL

To prohibit diversity, equity, and inclusion in Federal hiring
and employment, 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 “Freedom from Ideolog-
5 ical Requirements in Employment Act” or the “FIRE
6 Act”.

1 **SEC. 2. PROHIBITION ON DIVERSITY, EQUITY, AND INCLU-**
2 **SION IN FEDERAL HIRING AND EMPLOY-**
3 **MENT.**

4 (a) IN GENERAL.—No Federal funds may be obli-
5 gated or expended to—

6 (1) require, as a condition for appointment to,
7 or continued employment in, the civil service (as that
8 term is defined in section 2101 of title 5, United
9 States Code)—

10 (A) diversity, equity, and inclusion train-
11 ing; or

12 (B) any individual to sign, endorse, or oth-
13 erwise accent statements that are centered on
14 diversity, equity, and inclusion principles; or

15 (2) develop, implement, distribute, plan, or pur-
16 chase training courses for the Federal workforce
17 that relates to—

18 (A) diversity, equity, and inclusion;

19 (B) critical theory relating to race and
20 gender;

21 (C) intersectionality, sexual orientation, or
22 gender identity; or

23 (D) the assertion that a particular race,
24 color, ethnicity, religion, biological sex, or na-
25 tional origin is inherently or systemically supe-

1 rior, inferior, oppressive, oppressed, privileged,
2 or unprivileged.

3 (b) APPLICATION.—Nothing in this section shall be
4 construed to apply to commonly accepted and customarily
5 used hiring or employment practices that prevent sexual
6 harassment in the workplace.

7 (c) DEFINITION OF DIVERSITY, EQUITY, AND INCLU-
8 SION.—In this section, the term “diversity, equity, and in-
9 clusion” means any practice, training, statement, or prin-
10 ciple that asserts—

11 (1) a particular race, color, ethnicity, religion,
12 biological sex, or national origin is inherently or sys-
13 temically superior or inferior, oppressive or op-
14 pressed, or privileged or unprivileged; or

15 (2) how systemic racism is embedded in legal
16 systems, policies, and societal structures rather than
17 being solely a product of individual prejudice.

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