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Treasury PRA Clearance Officer
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To Whom It May Concern:

I am writing to express my objection to removing sexual orientation and gender identity as bases for sex discrimination on the Department of the Treasury's previously approved EEO complaint form. I am writing this comment in my personal capacity. Maintaining pregnancy as a separate basis for sex discrimination on the EEO complaint form while removing sexual orientation and gender identity calls into question the motive for this change. The Supreme Court ruled in Bostock v. Clayton County, Georgia, 590 U.S. 644 (2020) that the prohibition on sex discrimination in Title VII of the Civil Rights Act of 1964 prohibits discrimination based on sexual orientation and gender identity. This is the law of the land. Transgender, nonbinary, and gender nonconforming Americans continue to exist, apply for employment with the Department of the Treasury, work for the Department of the Treasury, and are protected from employment discrimination by Title VII. The federal government should strive to be a model employer and make every effort to combat unlawful discrimination, including discrimination based on sexual orientation and gender identity. Including sexual orientation and gender identity on the EEO complaint form makes it clear that complainants may allege sex discrimination if they believe they have been subjected to discrimination based on sexual orientation and/or gender identity. Moreover, if complainants' EEO complaints clearly articulate the alleged bases, it makes it easier for the Agency to frame the claims, determine if they state a claim of discrimination, and investigate the complaints. Including sexual orientation and gender identity on the EEO complaint form does not only benefit the LGBTQIA+ community, as heterosexual and cisgender complainants may allege sex discrimination based on sexual orientation and gender identity. I urge the Agency to maintain sexual orientation and gender identity as bases for sex discrimination on the EEO complaint form.

/s/ Colleen Dawson
Colleen Dawson