

Congress of the United States
House of Representatives
Washington, D.C. 20515

August 1, 2025

The Honorable Gene L. Dodaro
Comptroller General
United States Government Accountability Office
441 G Street NW
Washington, D.C. 20548

Dear Mr. Dodaro:

On February 11, 2025, President Trump signed Executive Order 14210 (EO 14210) implementing the Department of Government Efficiency's (DOGE) "workforce optimization initiative" to significantly reduce the size and scope of the federal government.¹ In response, federal agencies have begun executing plans to slash their workforce as well as alter or eliminate certain agency functions. To date, it is estimated that approximately 100,000 federal workers have been driven from their jobs serving the public.² As part of this effort, the U.S. Equal Employment Opportunity Commission (EEOC or the Commission) has terminated or plans to terminate leases for field offices across the country—seemingly in violation of a 2006 EEOC Order prohibiting jurisdictional boundary changes to EEOC field operations.³ As the full scope of EEOC staff reductions and office closures is unknown and threatens to damage the agency's ability to ensure Americans can expect fair and equal opportunity at work, we request GAO's assistance in obtaining relevant information.

The EEOC works through its 53 field offices located around the country to enforce anti-discrimination laws that protect workers from discrimination in their workplaces. These field offices serve as the local connection to the EEOC in their communities and are the first line of

¹ Exec. Order 14210, 90 Fed. Reg. 9,669 (Feb. 14, 2025).

² See Daniel Wiessner and Nate Raymond, *US board reinstates thousands of USDA employees fired by Trump administration* (Mar. 5, 2025), <https://www.reuters.com/world/us/us-civil-service-board-reinstates-thousands-fired-usda-employees-2025-03-05/>; Dinah Voyles Pulver, *Thousands of federal employees are on a roller coaster of being fired, rehired* (May 19, 2025), <https://www.usatoday.com/story/news/nation/2025/05/18/federal-employees-fired-rehired-await-court-decision/83600693007/>.

³ U.S. Equal Emp. Opportunity Comm'n, EEOC Order No. 120.001 (Jan. 18, 2006), on file with the House Committee on Education and Workforce, Democratic Staff [hereinafter 2006 EEOC Order]. See also Letter from the Honorable Robert C. "Bobby" Scott et al. to the Honorable Andrea R. Lucas (Mar. 26, 2025), https://democrats-edworkforce.house.gov/imo/media/doc/scott_lofgren_figures_adams_ansari_ross_letter_re_eeoc_office_closures.pdf; Madelyn Rickett et al., *Doge cancels leases for four Greensboro federal offices*, WFMYNews2 (Mar. 5, 2025), <https://www.wfmynews2.com/article/news/local/doge-greensboro-federal-offices-canceled-leases/83-e47fa1d0-6106-4a16-89c8-c753d164ab9c>; Amy Larson, *Doge says it terminated leases of 3 Bay Area-based federal agencies*, KRON4 News (Mar. 5, 2025), <https://www.kron4.com/news/bay-area/doge-says-it-terminated-leases-of-3-bay-area-based-federal-agencies/>; *Wall of Receipts*, U.S. Department of Government Efficiency, <https://doge.gov/savings> (last visited May 1, 2025).

contact for workers seeking redress for alleged discrimination and employers seeking assistance with complying with the law. As of this writing, DOGE's website lists eight field offices for lease terminations with no other information available.⁴

These potential closures are being proposed against a backdrop of increased demand for the EEOC's services.⁵ For fiscal year (FY) 2024, the EEOC saw a 9.2% increase in discrimination charges overall and a 6.2% increase in inquiries related to employment discrimination, specifically at field offices, as compared to FY 2023.⁶ Moreover, for FY 2024, EEOC secured a record \$700 million in monetary relief for more than 20,000 victims of discrimination.⁷

Underscoring this concern, the EEOC is currently operating without a quorum after President Trump terminated, for the first time in the Commission's history, two Commissioners who had not yet fulfilled their terms.⁸ In 2006, the Commission approved an EEOC Order stating: "The Commission shall approve the establishment of and changes to jurisdictional boundaries of any EEOC field activity. No jurisdictional boundaries can be established or changed, even temporarily, without Commission approval."⁹ The 2006 EEOC Order is clear that the Commission must approve any changes to the boundaries of field offices by a vote. As the Commission does not have a quorum, it cannot take a vote and has no authority to alter field office boundaries. Furthermore, the EEOC has declined to provide the requested information to Congress with regard to its plans to terminate leases for field offices and affected personnel.¹⁰ As a result, it remains unclear how operations for field offices or staff will be affected, or if the Commission's current actions run afoul of its own protocols.

As part of Congress's oversight responsibility, the Committees are working to obtain information regarding the EEOC's plans to restructure field offices, whether those efforts violate the 2006 EEOC Order, and whether the Commission plans to engage in staff reductions related to those field office closures. Relatedly, we are interested in the extent to which any staff reductions and office closures have impacted or will impact the EEOC field offices' abilities to receive and investigate charges of discrimination, litigate cases, and hold federal sector hearings. Specifically, we are working to determine how these field office closures and potential restructuring will affect the charge investigation process, the charge and inquiry inventory backlog, and the EEOC's ability to conduct training and outreach efforts to employers and

⁴ *Wall of Receipts*, U.S. Department of Government Efficiency, <https://doge.gov/savings> (last visited May 1, 2025).

⁵ U.S. Equal Emp. Opportunity Comm'n, 2024 Annual Performance Report (2025).

⁶ *Id.*

⁷ *Id.*

⁸ Matthew Goldstein and Emily Steel, *Trump Fired E.E.O.C. Commissioners in Late-Night Purge*, NY Times (Jan. 28, 2025), <https://www.nytimes.com/2025/01/28/business/trump-eeoc-commissioners-fired.html>.

⁹ *Supra* note 3.

¹⁰ U.S. Equal Emp. Opportunity Comm'n, Acting Chair Andrea R. Lucas Response to Ranking Member Robert C. "Bobby" Scott (Apr. 11, 2025), on file with the House Committee on Education and Workforce; *see* Letter to Acting Chair Andrea R. Lucas from Members of Congress (Mar. 26, 2025), https://democrats-edworkforce.house.gov/imo/media/doc/scott_lofgren_figures_adams_ansari_ross_letter_re_eeoc_office_closures.pdf.

employees—efforts that, according to the EEOC, play a critical role in advancing equal opportunity in the workplace.¹¹

To assist with our inquiry, we request that GAO provide information in response to the following questions:

- 1) How many EEOC employees have been involuntarily removed or voluntarily accepted an incentive to leave the agency since January 20, 2025? What assessment or other analysis did the EEOC undertake to make a determination that a reduction in staff was warranted? Did this assessment take into account the increase in demand for EEOC services and the number and type of staff needed to meet the EEOC’s statutory obligations? How was each eliminated position identified for inclusion in this downsizing?
- 2) Which EEOC offices have had leases terminated from January 20, 2025, through May 31, 2026, what were their characteristics, and what were the associated savings and costs? What assessment or other analysis did the EEOC undertake to make a determination that reorganization was warranted and which offices to close? Did this assessment take into account the increase in demand for services at field offices and the number and type of staff needed to meet the EEOC’s statutory obligations?
- 3) What are the EEOC’s plans for future workforce reductions and office closures through May 31, 2026, including the anticipated savings and costs? What analyses have been conducted to determine which offices to close and those anticipated savings and costs?
 - a. What is the timeline for field office closures and reorganization for field offices that have had leases terminated—specifically, by when will field office closures and any reorganization be completed and what is the expected timeline to achieve each step in that process?
 - b. What is the timeline for planned staff reductions in force related to those field offices—specifically, by when will staff reductions be completed and what is the expected timeline to achieve each step of those reductions?
 - c. How will workers seeking access to EEOC’s services be notified about office closures and be informed about alternative means to access EEOC’s services once offices near them are closed?
- 4) To what extent has the EEOC followed selected key practices, including specifically the 2006 EEOC Order, for agency alterations to: (a) effectively plan for and implement its reorganization, and (b) mitigate risks to public service delivery and furtherance of the agency’s mission? Has the EEOC deviated from practices and protocols the Commission

¹¹ “The EEOC’s FY 2022-2026 Strategic Plan recognizes the importance of preventing employment discrimination and advancing equal employment opportunity through outreach and education.” See U.S. Equal Emp. Opportunity Comm’n, Strategic Enforcement Plan Fiscal Year 2024-2028 (Sept. 18, 2023).

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used for its 2006 reorganization? If so, please indicate the differences between the 2006 reorganization and the current effort to reorganize.

We understand that the implementation of workforce reductions and office closures called for in EO 14210 are evolving rapidly. Given the scope and urgency of these issues, we strongly encourage GAO to use all authority at its disposal to undertake this review and complete it as quickly as possible. We also understand that there may be broad congressional interest in this request and, as such, are amenable to other Members of Congress signing onto the work as co-requesters.

Thank you for your timely attention to this matter, and we look forward to your response.

Sincerely,



ROBERT C. "BOBBY" SCOTT
Ranking Member
Committee on Education and Workforce



ROBERT GARCIA
Ranking Member
Committee on Oversight and
Government Reform



YASSAMIN ANSARI
Member of Congress

CC: The Hon. Tim Walberg, Chairman, House Committee on Education and Workforce,
The Hon. James Comer, Chairman, House Committee on Oversight and Government Reform