

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

March 24, 2025

The Honorable Donald J. Trump
President
The White House
1600 Pennsylvania Avenue, NW
Washington, DC 20500

Dear President Trump:

We ask that you reverse course on the unprecedented termination of Commissioners Charlotte Burrows and Jocelyn Samuels from the bipartisan U.S. Equal Employment Opportunity Commission (“EEOC” or “the Commission”). Their firings undermine and weaken our democracy, put workers at risk, and intrude on the Congress’s authority in Article I of the U.S. Constitution. We call for their immediate reinstatement to restore EEOC’s ability to perform its vital function for American workers.

The EEOC was created by Title VII of the *Civil Rights Act of 1964* as a bipartisan five-member commission to protect workers and job applicants from discrimination on the basis of race, color, religion, sex (including pregnancy, childbirth, or related medical conditions, sexual orientation, and gender identity), and national origin. Later statutes extended the EEOC’s mission to include discrimination based on age (40 or older), disability, genetic information, and pregnancy-related accommodations. Commissioners are appointed by the President and confirmed by the Senate to five-year terms that are staggered and intentionally designed to overlap presidential terms to ensure the agency’s independence.

Congress explicitly created the EEOC to be bipartisan. The statute specifies that the Commission “must be composed of five members, not more than three of whom shall be members of the same political party.”¹ The language authorizing the EEOC could not be more clear in its intent to create a commission that is bipartisan, independent, and not unduly influenced by the President. Until now, no President from either party has ever removed an EEOC Commissioner before the expiration of their term.

Since it opened its doors nearly 60 years ago, the EEOC has effectively held employers accountable for illegal discrimination, returned money to the American people, and made this country’s workplaces safer and fairer for everyone. From Fiscal Years 2014-2024, the EEOC

¹ [42 U.S.C.S. § 2000e-4](#).

recovered an estimated \$5.6 billion for workers who were discriminated against.² In Fiscal Year 2024 alone, the EEOC secured almost \$700 million for over 21,000 victims of employment discrimination, which is nearly twice the agency's \$455 million budget.³ Notable cases the EEOC completed last year included:

- A federal jury awarded \$2 million in punitive damages against SkyWest Airlines and \$170,000 for emotional harm to settle a sex discrimination lawsuit on behalf of an airline employee who was a survivor of sexual assault and was subjected to repeated jokes about rape and rape victims.⁴
- Capital Management paid \$60,000 to settle a religious accommodation lawsuit brought by the EEOC on behalf of a Jewish employee who had been denied unpaid time off for religious holidays and was subsequently fired.⁵
- Hooters of America, LLC, a Georgia corporation operating a nationwide chain of restaurants, will pay \$250,000 and provide other relief to settle a race and color discrimination lawsuit based on allegations that the company preferred white and light-skinned employees and failed to bring Black employees back following the pandemic.⁶

The Administration's unprecedented dismissal of two Commissioners inhibits the EEOC's ability to protect workers and undermines the historically bipartisan nature of the agency's work to protect and advance civil rights. It also sends a clear signal to employers and employees that fighting discrimination no longer appears to be a priority for the federal government and that they cannot count on the EEOC to provide guidance and enforcement as new issues arise in the rapidly evolving and dynamic world of work.

In keeping with our Committees' oversight responsibilities, we request any and all information, documents, and communications, including downloads, copies, or screenshots of any messages on any digital communications platform, related to the decision to terminate and the termination of Commissioners Burrows and Samuels, including the following:

1. All documents and communications, including downloads, copies, or screenshots of any messages on any digital communications platform, related to the decision to terminate or the termination of EEOC Commissioners Burrows and Samuels, created or received by the Office of Presidential Personnel (PPO).

² National Partnership for Women and Families, Priceless: The Over \$5.6 Billion Impact of Equal Opportunity at Work (Feb. 2025), <https://nationalpartnership.org/report/priceless-over-5-6-billion-impact-of-equal-opportunity-at-work/>.

³ EEOC, 2024 Annual Performance Report (Jan. 17, 2025), <https://www.eeoc.gov/newsroom/eeoc-publishes-annual-performance-and-general-counsel-reports-fiscal-year-2024>.

⁴ EEOC, "Jury Awards 217 million against SkyWest Airlines for Sex Discrimination" (Nov. 22, 2024), <https://www.eeoc.gov/newsroom/jury-awards-217-million-against-skywest-airlines-sex-discrimination>.

⁵ EEOC, "Center One and Capital Management Services to Pay \$60,000 in EEOC Religious Accommodation Suit" (Oct. 25, 2024), <https://www.eeoc.gov/newsroom/center-one-and-capital-management-services-pay-60000-eeoc-religious-accommodation-suit-0>.

⁶ EEOC, "Hooters of America, LLC to Pay \$250,000 to Settle EEOC Race and Color Lawsuit" (Oct. 22, 2024), <https://www.eeoc.gov/newsroom/hooters-america-llc-pay-250000-settle-eeoc-race-and-color-lawsuit>.

2. All documents and communications, including downloads, copies, or screenshots of any messages on any digital communications platform, related to the decision to terminate or the termination of EEOC Commissioners Burrows and Samuels, created or received by the President's Transition Team.
3. A list, including the name, title, name of organization, and contact information of all individuals representing, employed by, or contracted by private, non-governmental organizations who consulted or were otherwise involved in the decision to terminate or the termination of Commissioners Burrows and Samuels; and
4. All documents and communications, including downloads, copies, or screenshots of any messages on any digital communications platform, related to the decision to terminate or the termination of EEOC Commissioners Burrows and Samuels produced by any individuals representing, employed by, or contracted by private, non-governmental organizations who consulted or were otherwise involved in the decision to terminate or the termination of Commissioners Burrows and Samuels.

We strongly urge you to reverse this unlawful firing and comply with your obligations to the American people under the Constitution and the laws passed by Congress.⁷

We appreciate your attention to this matter. Please provide all documents responsive to this request to Eleazar Padilla at Eleazar.Padilla@mail.house.gov by April 7, 2025. Should you have any questions, please contact the Committee on Education and Workforce at (202) 225-3725; Committee on the Judiciary at (202) 225-3951; and Committee on Oversight and Government Reform at (202) 225-5051.

⁷ [Humphrey's Ex'r v. United States, 295 U.S. 602, 618, 55 S. Ct. 869, 870 \(1935\).](#)

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Sincerely,



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



JAMIE RASKIN
Ranking Member
Judiciary Committee



GERALD E. CONNOLLY
Ranking Member
Committee on Oversight and Government Reform