



RE: Urgent Concern Regarding Proposed EEO Form Change

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Date Wed 6/25/2025 6:47 PM

To PRA <PRA@treasury.gov>

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To whom it may concern:

I want to express deep concern about the proposed change to the EEO form. What may appear to be a “minor” adjustment would, in reality, have far-reaching and harmful ripple effects across the Treasury.

Sexual orientation and gender identity are included in EEO protections for critical reasons. According to the FBI, one in five hate crimes in the U.S. is motivated by anti-LGBTQ bias — a number that continues to rise. Removing or weakening these protections sends a clear and troubling message: that a significant portion of our workforce, and the communities they represent, are no longer fully protected or supported by the institution they serve.

Treasury’s mission and its credibility depend on the trust and engagement of all employees. If we signal — even inadvertently — that anti-discrimination protections do not fully extend to LGBTQ individuals, we risk undermining the very foundation of our workplace culture. Worse still, this decision could erode the confidence of all employees in other protected groups, creating a chilling effect that discourages people from staying in or entering federal service.

These individuals are not only valued colleagues — they are essential to fulfilling Treasury’s commitment to equity, excellence, and public service. Losing their talent, insight, and contributions would be a profound setback for our institution and its ability to serve the American people.

I urge you to reconsider this proposed change with the seriousness it warrants. Thank you for your time, leadership, and commitment to ensuring a safe and inclusive workplace for all.

Respectfully,
Mark Regini