From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Antell, Kira M. (OLP)" <(b) (6)>, "Hinchman, Robert (OLP)" <(b) (6)>, "Gormsen, Eric T (OLP)" <(b) (6)>, "Greer, Christina (OLP)" <(b) (6)>
Subject: RE: EO Restoring Equality of Opportunity and Meritocracy - Apr. 23, 2025
Date: Thu, 24 Apr 2025 11:14:25 -0400
Importance: Normal

I would suggest Aaron H

From: Antell, Kira M. (OLP) <(b) (6)>
Sent: Thursday, April 24, 2025 11:13 AM
To: Schilling, Nicholas (OLP) <(b) (6)>; Hinchman, Robert (OLP) <(b) (6)>; Gormsen, Eric T (OLP) <(b) (6)>; Greer, Christina (OLP) <(b) (6)>
Subject: RE: EO Restoring Equality of Opportunity and Meritocracy - Apr. 23, 2025

I agree. I think OLP could serve the role of flagging for agencies and giving them, say two weeks, to identify and propose how they will proceed (with no extensions). I would suggest we give them a template or a spreadsheet they can enter their responses into. Do Aaron H. or Alida have capacity to assist on this? Perhaps with Ed or Ryan to help them see how we have proceeded previously?

From: Schilling, Nicholas (OLP) <(b) (6)>
Sent: Thursday, April 24, 2025 11:10 AM
To: Antell, Kira M. (OLP) <(b) (6)>; Hinchman, Robert (OLP) <(b) (6)>; Gormsen, Eric T (OLP) <(b) (6)>; Greer, Christina (OLP) <(b) (6)>
Subject: RE: EO Restoring Equality of Opportunity and Meritocracy - Apr. 23, 2025

(b) (5). I think we could help coordinate the portion in 5(b) that Bob identifies. There are quite a few other tasks that fall within CRT's bailiwick with similar deadlines, which I think also weighs in favor of us assisting

---

From: Antell, Kira M. (OLP) <(b) (6)>
Sent: Thursday, April 24, 2025 11:08 AM
To: Hinchman, Robert (OLP) <(b) (6)>; Gormsen, Eric T (OLP) <(b) (6)>; Greer, Christina (OLP) <(b) (6)>; Schilling, Nicholas (OLP) <(b) (6)>
Subject: RE: EO Restoring Equality of Opportunity and Meritocracy - Apr. 23, 2025

Thanks Bob. Nicholas, do you think (b) (5)

From: Hinchman, Robert (OLP) <(b) (6)>
Sent: Thursday, April 24, 2025 10:14 AM
To: Gormsen, Eric T (OLP) <(b) (6)>; Greer, Christina (OLP) <(b) (6)>; Schilling, Nicholas (OLP) <(b) (6)>; Antell, Kira M. (OLP) <(b) (6)>
Subject: EO Restoring Equality of Opportunity and Meritocracy - Apr. 23, 2025

TO: Nicholas, Eric

cc Kira (OOO), Christina (OOO)

I've attached a copy of the Executive Order *"Restoring Equality of Opportunity and Meritocracy*" that was issued on April 23, 2025.

I've highlighted in yellow two sections requiring amendment or repeal of agency Title VI regulations.

I've marked in **red** several deadlines for actions to be taken by the Attorney General.

In particular, Sec. 5(b) states:

(b) **Within 30 days of the date of this order**, the Attorney General, in coordination with the heads of all other agencies, shall report to the President, through the Assistant to the President for Domestic Policy:

(i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and

(ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.

Please let me know if you'd like me to forward this EO to CRT and to any of the Leadership Offices.

Thanks.

Bob

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Cc: "Gormsen, Eric T (OLP)" <(b) (6)>, "Hinchman, Robert (OLP)" <(b) (6)>, "Greer, Christina (OLP)" <(b) (6)>
Subject: FW: EO Restoring Equality of Opportunity and Meritocracy - Apr. 23, 2025
Date: Fri, 25 Apr 2025 17:05:06 -0400
Importance: Normal
Attachments: EO_Restoring_Equality_of_Opportunity_and_Meritocracy_2025_04_23.docx

---

Regs team, can you please help Aaron H. to get an email up and running to meet the thirty-day deadline in Section 5(b) of the attached EO?

We need to consult with other executive agencies on disparate-impact issues. Given that the deadline is May 23 (really May 22, because May 23 is a Saturday), we need to be sending something out ASAP (no later than Monday afternoon).

Perhaps Aaron has already moved on this, but I wanted to make sure. Thanks!

From: Hinchman, Robert (OLP) <(b) (6)>
Sent: Thursday, April 24, 2025 10:14 AM
To: Gormsen, Eric T (OLP) <(b) (6)>; Greer, Christina (OLP) <(b) (6)>; Schilling, Nicholas (OLP) <(b) (6)>; Antell, Kira M. (OLP) <(b) (6)>
Subject: EO Restoring Equality of Opportunity and Meritocracy - Apr. 23, 2025

Duplicative Information - See Document ID #62235.1



By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered:

Section 1. Purpose. A bedrock principle of the United States is that all citizens are treated equally under the law. This principle guarantees equality of opportunity, not equal outcomes. It promises that people are treated as individuals, not components of a particular race or group. It encourages meritocracy and a colorblind society, not race- or sex-based favoritism. Adherence to this principle is essential to creating opportunity, encouraging achievement, and sustaining the American Dream.

But a pernicious movement endangers this foundational principle, seeking to transform America's promise of equal opportunity into a divisive pursuit of results preordained by irrelevant immutable characteristics, regardless of individual strengths, effort, or achievement. A key tool of this movement is disparate-impact liability, which holds that a near insurmountable presumption of unlawful discrimination exists where there are any differences in outcomes in certain circumstances among different races, sexes, or similar groups, even if there is no facially discriminatory policy or practice or discriminatory intent involved, and even if everyone has an equal opportunity to succeed. Disparate-impact liability all but requires individuals and businesses to consider race and engage in racial balancing to avoid potentially crippling legal liability. It not only undermines our national values, but also runs contrary to equal protection under the law and, therefore, violates our Constitution.

On a practical level, disparate-impact liability has hindered businesses from making hiring and other employment decisions based on merit and skill, their needs, or the needs of their customers because of the specter that such a process might lead to disparate outcomes, and thus disparate-impact lawsuits. This has made it difficult, and in some cases impossible, for employers to use bona fide job-oriented evaluations when recruiting, which prevents job seekers from being paired with jobs to which their skills are most suited — in other words, it deprives them of opportunities for success. Because of disparate-impact liability, employers cannot act in the best interests of the job applicant, the employer, and the American public.

Disparate-impact liability imperils the effectiveness of civil rights laws by mandating, rather than proscribing, discrimination. As the Supreme Court put it, "[t]he way to stop discrimination on the basis of race is to stop discriminating on the basis of race."

Disparate-impact liability is wholly inconsistent with the Constitution and threatens the commitment to merit and equality of opportunity that forms the foundation of the American

Dream. Under my Administration, citizens will be treated equally before the law and as individuals, not consigned to a certain fate based on their immutable characteristics.

Sec. 2. Policy. It is the policy of the United States to eliminate the use of disparate-impact liability in all contexts to the maximum degree possible to avoid violating the Constitution, Federal civil rights laws, and basic American ideals.

Sec 3. Revoking Certain Presidential Actions. The following Presidential approvals of the regulations promulgated under 42 U.S.C. 2000d-1 are hereby revoked:

(a) the Presidential approval of July 25, 1966, of the Department of Justice Title VI regulations (31 *Fed. Reg.* 10269), as applied to 28 C.F.R. 42.104(b)(2) in full; and

(b) the Presidential approval of July 5, 1973, of the Department of Justice Title VI regulations (38 *Fed. Reg.* 17955, FR Doc. 73-13407), as applied to the words "or effect" in both places they appear in 28 C.F.R. 42.104(b)(3), and as applied to 28 C.F.R. 42.104(b)(6)(ii) and 28 C.F.R. 42.104(c)(2) in full.

Sec. 4. Enforcement Discretion to Ensure Lawful Governance. Given the limited enforcement resources of executive departments and agencies (agencies), the unlawfulness of disparate-impact liability, and the policy of this order, all agencies shall deprioritize enforcement of all statutes and regulations to the extent they include disparate-impact liability, including but not limited to 42 U.S.C. 2000e-2, 28 C.F.R. 42.104(b)(2)–(3), 28 C.F.R. 42.104(b)(6)(ii), and 28 C.F.R. 42.104(c)(2).

Sec. 5. Existing Regulations.

(a) As delegated by Executive Order 12250 of November 2, 1980 (Leadership and Coordination of Nondiscrimination Laws), the Attorney General shall initiate appropriate action to repeal or amend the implementing regulations for Title VI of the Civil Rights Act of 1964 for all agencies to the extent they contemplate disparate-impact liability.

(b) **Within 30 days of the date of this order**, the Attorney General, in coordination with the heads of all other agencies, shall report to the President, through the Assistant to the President for Domestic Policy:

(i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and

(ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.

Sec. 6. Review of Current Matters.

(a) **Within 45 days of the date of this order,** the Attorney General and the Chair of the Equal Employment Opportunity Commission shall assess all pending investigations, civil suits, or positions taken in ongoing matters under every Federal civil rights law within their respective jurisdictions, including Title VII of the Civil Rights Act of 1964, that rely on a theory of disparate-impact liability, and shall take appropriate action with respect to such matters consistent with the policy of this order.

(b) **Within 45 days of the date of this order**, the Attorney General, the Secretary of Housing and Urban Development, the Director of the Consumer Financial Protection Bureau, the Chair of the Federal Trade Commission, and the heads of other agencies responsible for enforcement of the Equal Credit Opportunity Act (Public Law 93-495), Title VIII of the Civil Rights Act of 1964 (the Fair Housing Act (Public Law 90-284, as

amended)), or laws prohibiting unfair, deceptive, or abusive acts or practices shall evaluate all pending proceedings that rely on theories of disparate-impact liability and take appropriate action with respect to such matters consistent with the policy of this order.

(c) **Within 90 days of the date of this order**, all agencies shall evaluate existing consent judgments and permanent injunctions that rely on theories of disparate-impact liability and take appropriate action with respect to such matters consistent with the policy of this order.

Sec. 7. Future Agency Action.

(a) In coordination with other agencies, the Attorney General shall determine whether any Federal authorities preempt State laws, regulations, policies, or practices that impose disparate-impact liability based on a federally protected characteristic such as race, sex, or age, or whether such laws, regulations, policies, or practices have constitutional infirmities that warrant Federal action, and shall take appropriate measures consistent with the policy of this order.

(b) The Attorney General and the Chair of the Equal Employment Opportunity Commission shall jointly formulate and issue guidance or technical assistance to employers regarding appropriate methods to promote equal access to employment regardless of whether an applicant has a college education, where appropriate.

Sec. 8. Severability. If any provision of this order, or the application of any provision to any individual or circumstance, is held to be invalid, the remainder of this order and the application of its other provisions to any other individuals or circumstances shall not be affected thereby.

Sec. 9. General Provisions.

(a) Nothing in this order shall be construed to impair or otherwise affect:

(i) the authority granted by law to an executive department, agency, or the head thereof; or

(ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

DONALD J. TRUMP

THE WHITE HOUSE,
April 23, 2025.

From: "Gormsen, Eric T (OLP)" <(b) (6) >
To: "Schilling, Nicholas (OLP)" <(b) (6) >
Cc: "Haviland, Aaron (OLP)" <(b) (6) >, "Hinchman, Robert (OLP)" <(b) (6) >, "Greer, Christina (OLP)" <(b) (6) >
Subject: Re: EO Restoring Equality of Opportunity and Meritocracy - Apr. 23, 2025
Date: Fri, 25 Apr 2025 17:13:46 -0400
Importance: Normal

April 25, 2025

Nicholas,

We will coordinate with Aaron H.

Thanks,

Eric

Signed ...
--- Eric Taylor Gormsen ---
Office of Legal Policy
Department of Justice
(b) (6)
Fax: 353-2374

On Apr 25, 2025, at 5:05 PM, Schilling, Nicholas (OLP) (b) (6) wrote:

Duplicative Information - See Document ID #61900.1

From: "Gormsen, Eric T (OLP)" <(b) (6) >
To: "Haviland, Aaron (OLP)" <(b) (6) >
Cc: "Hinchman, Robert (OLP)" <(b) (6) >, "Greer, Christina (OLP)" <(b) (6) >, "Schilling, Nicholas (OLP)" <(b) (6) >
Subject: EO 14281 (Restoring Equality of Opportunity and Meritocracy) - April 23, 2025
Date: Mon, 28 Apr 2025 08:45:55 -0400
Importance: Normal
Attachments: EO_14281_(Restoring_Equality).pdf
Embedded: EO_14219_(Ensuring_Lawful_Governance_and_Implementing_the_President's_"Department_of_Government_Efficiency"_Deregulatory_Initiative)

April 28, 2025

Aaron H,

The Attorney General has certain obligations under EO 14281 "Restoring Equality of Opportunity and Meritocracy" (April 23, 2025) that involve coordination with the heads of all other agencies. A copy of the EO is attached.

In February, OLP sent an email to the "HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES" using a distribution list of the known heads and acting heads at that time. Their email addresses were in the BCC box and that distribution list can be recreated. A copy of that email is attached. However, that list is out of date, and It is my understanding that Exec Sec maintains control of their own list that they can use to send an email to all heads. The request will need to go through Valorie Davis (OLP).

Thanks,

Eric

Signed ...
--- Eric Taylor Gormsen ---
Office of Legal Policy
Department of Justice
(b) (6)
Fax: 353-2374

Presidential Documents

Executive Order 14281 of April 23, 2025

Restoring Equality of Opportunity and Meritocracy

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered:

Section 1. *Purpose*. A bedrock principle of the United States is that all citizens are treated equally under the law. This principle guarantees equality of opportunity, not equal outcomes. It promises that people are treated as individuals, not components of a particular race or group. It encourages meritocracy and a colorblind society, not race- or sex-based favoritism. Adherence to this principle is essential to creating opportunity, encouraging achievement, and sustaining the American Dream.

But a pernicious movement endangers this foundational principle, seeking to transform America's promise of equal opportunity into a divisive pursuit of results preordained by irrelevant immutable characteristics, regardless of individual strengths, effort, or achievement. A key tool of this movement is disparate-impact liability, which holds that a near insurmountable presumption of unlawful discrimination exists where there are any differences in outcomes in certain circumstances among different races, sexes, or similar groups, even if there is no facially discriminatory policy or practice or discriminatory intent involved, and even if everyone has an equal opportunity to succeed. Disparate-impact liability all but requires individuals and businesses to consider race and engage in racial balancing to avoid potentially crippling legal liability. It not only undermines our national values, but also runs contrary to equal protection under the law and, therefore, violates our Constitution.

On a practical level, disparate-impact liability has hindered businesses from making hiring and other employment decisions based on merit and skill, their needs, or the needs of their customers because of the specter that such a process might lead to disparate outcomes, and thus disparate-impact lawsuits. This has made it difficult, and in some cases impossible, for employers to use bona fide job-oriented evaluations when recruiting, which prevents job seekers from being paired with jobs to which their skills are most suited—in other words, it deprives them of opportunities for success. Because of disparate-impact liability, employers cannot act in the best interests of the job applicant, the employer, and the American public.

Disparate-impact liability imperils the effectiveness of civil rights laws by mandating, rather than proscribing, discrimination. As the Supreme Court put it, ''[t]he way to stop discrimination on the basis of race is to stop discriminating on the basis of race.''

Disparate-impact liability is wholly inconsistent with the Constitution and threatens the commitment to merit and equality of opportunity that forms the foundation of the American Dream. Under my Administration, citizens will be treated equally before the law and as individuals, not consigned to a certain fate based on their immutable characteristics.

Sec. 2. *Policy*. It is the policy of the United States to eliminate the use of disparate-impact liability in all contexts to the maximum degree possible to avoid violating the Constitution, Federal civil rights laws, and basic American ideals.

Sec. 3. *Revoking Certain Presidential Actions*. The following Presidential approvals of the regulations promulgated under 42 U.S.C. 2000d–1 are hereby revoked:

(a) the Presidential approval of July 25, 1966, of the Department of Justice Title VI regulations (31 *Fed. Reg.* 10269), as applied to 28 C.F.R. 42.104(b)(2) in full; and

(b) the Presidential approval of July 5, 1973, of the Department of Justice Title VI regulations (38 *Fed. Reg.* 17955, FR Doc. 73–13407), as applied to the words ''or effect'' in both places they appear in 28 C.F.R. 42.104(b)(3), and as applied to 28 C.F.R. 42.104(b)(6)(ii) and 28 C.F.R. 42.104(c)(2) in full.

Sec. 4. *Enforcement Discretion to Ensure Lawful Governance*. Given the limited enforcement resources of executive departments and agencies (agencies), the unlawfulness of disparate-impact liability, and the policy of this order, all agencies shall deprioritize enforcement of all statutes and regulations to the extent they include disparate-impact liability, including but not limited to 42 U.S.C. 2000e–2, 28 C.F.R. 42.104(b)(2)–(3), 28 C.F.R. 42.104(b)(6)(ii), and 28 C.F.R. 42.104(c)(2).

Sec. 5. *Existing Regulations*. (a) As delegated by Executive Order 12250 of November 2, 1980 (Leadership and Coordination of Nondiscrimination Laws), the Attorney General shall initiate appropriate action to repeal or amend the implementing regulations for Title VI of the Civil Rights Act of 1964 for all agencies to the extent they contemplate disparate-impact liability.

(b) Within 30 days of the date of this order, the Attorney General, in coordination with the heads of all other agencies, shall report to the President, through the Assistant to the President for Domestic Policy:

(i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and

(ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.

Sec. 6. *Review of Current Matters*. (a) Within 45 days of the date of this order, the Attorney General and the Chair of the Equal Employment Opportunity Commission shall assess all pending investigations, civil suits, or positions taken in ongoing matters under every Federal civil rights law within their respective jurisdictions, including Title VII of the Civil Rights Act of 1964, that rely on a theory of disparate-impact liability, and shall take appropriate action with respect to such matters consistent with the policy of this order.

(b) Within 45 days of the date of this order, the Attorney General, the Secretary of Housing and Urban Development, the Director of the Consumer Financial Protection Bureau, the Chair of the Federal Trade Commission, and the heads of other agencies responsible for enforcement of the Equal Credit Opportunity Act (Public Law 93–495), Title VIII of the Civil Rights Act of 1964 (the Fair Housing Act (Public Law 90–284, as amended)), or laws prohibiting unfair, deceptive, or abusive acts or practices shall evaluate all pending proceedings that rely on theories of disparate-impact liability and take appropriate action with respect to such matters consistent with the policy of this order.

(c) Within 90 days of the date of this order, all agencies shall evaluate existing consent judgments and permanent injunctions that rely on theories

or age, or whether such laws, regulations, policies, or practices have constitutional infirmities that warrant Federal action, and shall take appropriate measures consistent with the policy of this order.

(b) The Attorney General and the Chair of the Equal Employment Opportunity Commission shall jointly formulate and issue guidance or technical assistance to employers regarding appropriate methods to promote equal access to employment regardless of whether an applicant has a college education, where appropriate.

Sec. 8. *Severability*. If any provision of this order, or the application of any provision to any individual or circumstance, is held to be invalid, the remainder of this order and the application of its other provisions to any other individuals or circumstances shall not be affected thereby.

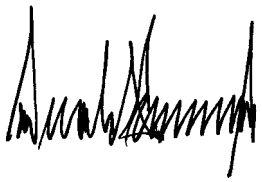
Sec. 9. *General Provisions*. (a) Nothing in this order shall be construed to impair or otherwise affect:

(i) the authority granted by law to an executive department, agency, or the head thereof; or

(ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.



THE WHITE HOUSE,
April 23, 2025.

[FR Doc. 2025–07378
Filed 4–25–25; 8:45 am]
Billing code 3395–F4–P

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Geissler, Jonas (CRT)" <(b) (6)>, "Zandi, Matt (CRT)" <(b) (6)>
Cc: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: EO 14281 - Restoring Equality of Opportunity and Meritocracy
Date: Mon, 28 Apr 2025 09:21:00 -0400
Importance: Normal
Attachments: EO_14281_(Restoring_Equality).pdf

Good morning, Jonas and Matt,

ODAG has assigned CRT and OLP to work together on the tasks in the attached EO. Sections 5 and 6 have short deadlines for certain actions.

Section 5 requires the AG, within 30 days (**May 22**), to coordinate with other agency heads on a report identifying all existing regulations, sub-regulatory guidance, etc. that imposes disparate-impact liability and other laws or decisions that impose the same.

Section 6 requires the AG and the head of EEOC, within 45 days, to assess pending investigations, suits, etc., that rely on a disparate-impact theory. It also requires the AG to work with HUD, CFPB, and FTC to evaluate pending proceedings based on the same theory.

I believe that OLP could be of assistance in helping with the Section 5, 30-day deadline. Aaron Haviland, a recent political appointee in our office is willing to head up our efforts. Is there someone in CRT that I can connect him with to keep this project on track?

Thank you,

Nicholas Schilling Jr.
U.S. Department of Justice
Office of Legal Policy, Chief of Staff
(b) (6)
Cell: (b) (6)

From: "Hinchman, Robert (OLP)" <(b) (6) [redacted]>
To: "Gormsen, Eric T (OLP)" <(b) (6) [redacted]>, "Haviland, Aaron (OLP)" <(b) (6) [redacted]>
Cc: "Greer, Christina (OLP)" <(b) (6) [redacted]>
Subject: EO 14281 - DRAFT email to other Federal Agencies
Date: Mon, 28 Apr 2025 11:31:46 -0400
Importance: Normal
Attachments: EO_14281_Spreadsheet.xlsb; DRAFT_email_re_EO_14281_v2.docx; EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf

---

Eric, Christina (OOO), Aaron H.,

Given the urgency to solicit other-agency information for the AG's report required pursuant to EO 14281, I've attached -- for your consideration -- a DRAFT email and spreadsheet to be sent to the heads of other Federal agencies.

Sec. 5(b) of the EO states:

> (b) Within 30 days of the date of this order, the Attorney General, in coordination with the heads of all other agencies, shall report to the President, through the Assistant to the President for Domestic Policy:
> (i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and
> (ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.

I'm not quite sure the of (b) (5) [redacted]

I've included a marginal comment suggesting that DOJ might want to add the phrase **"to the extent your agency is aware or other laws or decisions at the State level."** Also, I've included that phrase in Col. I of the spreadsheet. If you believe that it should **NOT** be included in either the email or the spreadsheet, please make whatever edits you believe are appropriate.

Please let me know your thoughts.

I'm happy to let Aaron H. send the email to the other agency heads. I just wanted to provide a starting point for the drafting.

Thanks.

Bob

AGENCY	SUB-AGENCY	TYPE OF EXISTING REQUIREMENT	DATE (PUBLISHED, ENACTED, ISSUED, etc.)

April 28, 2025

TO: HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

On April 23, 2025, President Trump issued Executive Order 14281 ***"Restoring Equality of Opportunity and Meritocracy"*** (attached). The EO requires the Attorney General, in coordination with the heads of all other agencies, to report to the President, (b) (5) [redacted]:

(i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and
(ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities. (Sec. 5(b))

In accordance with Section 5(b), the Department of Justice is requesting all Federal agencies to provide a list of all their items as specified in (i) and (ii) to (b)(6) DOJ Clearance Requests no later than **May XX, 2025**.

Please submit your information using the attached spreadsheet.

The subject line of the email to the Department of Justice should begin with the phrase "EO 14281 Information Request."

Please confirm receipt of this email.

Thanks,

Office of Legal Policy
Department of Justice

Commented [RH1]: OLP/RH: Since (ii) includes State level laws or decisions, should OLP add here something like "**to the extent your agency is aware or other laws or decisions at the State level**."?
Hinchman, Robert (OLP)
2025-04-28 10:41:00

From: "Haviland, Aaron (OLP)" <(b) (6)>
To: "Hinchman, Robert (OLP)" <(b) (6)>, "Gormsen, Eric T (OLP)" <(b) (6)>
Cc: "Greer, Christina (OLP)" <(b) (6)>
Subject: RE: EO 14281 - DRAFT email to other Federal Agencies
Date: Mon, 28 Apr 2025 15:16:41 -0400
Importance: Normal
Attachments: Draft_email_re_EO_14281_v3.docx; EO_14281_Spreadsheet.xlsb

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Thank you, Bob! I made some revisions to the email and the spreadsheet. Please let me know what you think and if you have any concerns before I run it by Nicholas.

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Hinchman, Robert (OLP) <(b) (6)>
Sent: Monday, April 28, 2025 11:32 AM
To: Gormsen, Eric T (OLP) <(b) (6)>; Haviland, Aaron (OLP) <(b) (6)>
Cc: Greer, Christina (OLP) <(b) (6)>
Subject: EO 14281 - DRAFT email to other Federal Agencies

Duplicative Information - See Document ID #61934.1

April 28, 2025

TO: HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

On April 23, 2025, President Trump issued Executive Order 14281 "*Restoring Equality of Opportunity and Meritocracy*" (attached). Section 5(b) of the EO requires the Attorney General, in coordination with the head of all other agencies, to report to the President, no later than May 23, 2025:

> (i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and
>
> (ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.

In accordance with Section 5(b), the Department of Justice is requesting all executive departments and agencies to provide a list of the above items (including State-level laws or decisions covered under (ii), to the extent your agency is aware of such laws or decisions) to (b)(6) DOJ Clearance Requests **no later than May 8, 2025**. Please submit your information using the attached spreadsheet and cc (b)(6) Aaron Haviland on all communications. The subject line of the email to the Department of Justice should begin with the phrase "EO 14281 Information Request."

To assist agencies in the identification of regulations under EO 14281, the Department of Justice has developed the following instructions:

1. Agencies should review **all** their regulations in the CFR and **all** their guidance documents.
2. Agencies should evaluate all the items identified in 1 and determine whether any of the items fall into one or more of the categories set forth in Section 5(b) of the EO. To guide that effort, the agency might consider, among other things, questions such as:
    a. is the agency aware of litigation around a regulation or guidance document;
    b. has Congress contacted agencies about any of the identified items; or
    c. did the agency receive significant public comments about the regulation or guidance document that raised concerns similar to the classes identified in Section 5(b)?

3. Agencies should use their best judgment to fully and faithfully identify regulations and guidance documents responsive to the EO. (b) (5) [redacted]

Please confirm receipt of this email.

Thank you,

Office of Legal Policy
Department of Justice

DEPARTMENT/AGENCY	SUB-AGENCY	TYPE OF EXISTING REQUIREMENT (REGULATION, GUIDANCE, ETC.)	DATE (PUBLISHED, ENACTED, ISSUED, etc.)	DESCRIPTION OF EXISTING REQUIREMENT	STEPS FOR AMENDMENT OR REPEAL

From: "Schilling, Nicholas (OLP)" <(b) (6) >
To: "Haviland, Aaron (OLP)" <(b) (6) >
Subject: RE: EO 14281 (Disparate-Impact Liability): Draft email and spreadsheet
Date: Mon, 28 Apr 2025 17:23:16 -0400
Importance: Normal
Attachments: Draft_email_re_EO_14281_v3.njs.docx

Thanks, Aaron. Attached suggestions on the draft email.

For the spreadsheet, I recommend having an example entry (perhaps Bob or Eric could assist with that level of detail).

Nicholas

From: Haviland, Aaron (OLP) <(b) (6) >
Sent: Monday, April 28, 2025 3:22 PM
To: Schilling, Nicholas (OLP) <(b) (6) >
Subject: EO 14281 (Disparate-Impact Liability): Draft email and spreadsheet

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

April 28, 2025

TO: HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

Please read the entirety of this email because it includes instructions necessary to meet a **May 8, 2025,** deadline for complying comply with a recent Executive Order.

On April 23, 2025, President Trump issued Executive Order 14281 "*Restoring Equality of Opportunity and Meritocracy*" (attached). Section 5(b) of the EO requires the Attorney General, in coordination with the head of all other agencies, to report to the President, no later than May 23, 2025:

> (i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and
>
> (ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.

In accordance with Section 5(b), the Department of Justice is requesting that all executive departments and agencies ~~to~~ provide a list of the above items (including State-level laws or decisions covered under (ii), to the extent your agency is aware of such laws or decisions) to (b)(6) DOJ Clearance Requests **no later than [TIME] May , 2025**. Please submit your information using the attached spreadsheet and cc (b)(6) Aaron Haviland on all communications. The subject line of the email to the Department of Justice should begin with the phrase "EO 14281 Information Request."

To assist agencies in the identification of regulations under EO 14281, the Department of Justice has developed the following instructions:

1. Agencies should review **all** their regulations in the CFR and **all** their guidance documents.
2. Agencies should evaluate all the items identified in 1 and determine whether any of the items fall into one or more of the categories set forth in Section 5(b) of the EO. To guide that effort, the agency might consider, among other things, questions such as:
    a. is the agency aware of litigation around a regulation or guidance document;
    b. has Congress contacted agencies about any of the identified items; or

c. did the agency receive significant public comments about the regulation or guidance document that raised concerns similar to the classes identified in Section 5(b)?

3. Agencies should use their best judgment to fully and faithfully identify regulations and guidance documents responsive to the EO. (b) (5) [redacted].

3.

Please confirm receipt of this email.

Thank you,

Office of Legal Policy
Department of Justice

From: "Haviland, Aaron (OLP)" <(b) (6)>
To: "Hinchman, Robert (OLP)" <(b) (6)>, "Gormsen, Eric T (OLP)" <(b) (6)>
Cc: "Greer, Christina (OLP)" <(b) (6)>
Subject: RE: EO 14281 - DRAFT email to other Federal Agencies
Date: Mon, 28 Apr 2025 17:44:43 -0400
Importance: Normal
Attachments: Draft_email_re_EO_14281_v3.njs.docx; EO_14281_Spreadsheet.xlsb

---

Bob and Eric,

Nicholas signed off on the email and the spreadsheet format. I will send out tonight using the ExecSec contact list Valorie provided. Nicholas's one remaining suggestion was that we include an example entry in the spreadsheet. Do you have any ideas for what we might include, and what level of detail we should expect the agencies to provide?

Thanks!
Aaron

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Hinchman, Robert (OLP) <(b) (6)>
Sent: Monday, April 28, 2025 3:19 PM
To: Haviland, Aaron (OLP) <(b) (6)>; Gormsen, Eric T (OLP) <(b) (6)>
Cc: Greer, Christina (OLP) <(b) (6)>
Subject: RE: EO 14281 - DRAFT email to other Federal Agencies

Aaron,

The changes to the email and spreadsheet look fine to me.

Thanks.

Bob

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Monday, April 28, 2025 3:17 PM
To: Hinchman, Robert (OLP) <(b) (6)>; Gormsen, Eric T (OLP) <(b) (6)>
Cc: Greer, Christina (OLP) <(b) (6)>
Subject: RE: EO 14281 - DRAFT email to other Federal Agencies

Duplicative Information - See Document ID #61868.1

April 28, 2025

TO: HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

Please read the entirety of this email because it includes instructions necessary to meet a **May 8, 2025,** deadline for complying with a recent Executive Order.

On April 23, 2025, President Trump issued Executive Order 14281 "*Restoring Equality of Opportunity and Meritocracy*" (attached). Section 5(b) of the EO requires the Attorney General, in coordination with the head of all other agencies, to report to the President, no later than May 23, 2025:

> (i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and
>
> (ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.

In accordance with Section 5(b), the Department of Justice is requesting that all executive departments and agencies provide a list of the above items (including State-level laws or decisions covered under (ii), to the extent your agency is aware of such laws or decisions) to [redacted] **no later than 2 PM ET on May 8, 2025**. Please submit your information using the attached spreadsheet and cc (b)(6) Aaron Haviland on all communications. The subject line of the email to the Department of Justice should begin with the phrase "EO 14281 Information Request."

To assist agencies in the identification of regulations under EO 14281, the Department of Justice has developed the following instructions:

1. Agencies should review **all** their regulations in the CFR and **all** their guidance documents.
2. Agencies should evaluate all the items identified in 1 and determine whether any of the items fall into one or more of the categories set forth in Section 5(b) of the EO. To guide that effort, the agency might consider, among other things, questions such as:
    a. is the agency aware of litigation around a regulation or guidance document;
    b. has Congress contacted agencies about any of the identified items; or

c. did the agency receive significant public comments about the regulation or guidance document that raised concerns similar to the classes identified in Section 5(b)?

3. Agencies should use their best judgment to fully and faithfully identify regulations and guidance documents responsive to the EO.

Please confirm receipt of this email.

Thank you,

Office of Legal Policy
Department of Justice

From: "Haviland, Aaron (OLP)" <(b) (6)>
To: "Schilling, Nicholas (OLP)" <(b) (6)>
Subject: RE: EO 14281 (Disparate-Impact Liability): Draft email and spreadsheet
Date: Mon, 28 Apr 2025 19:09:27 -0400
Importance: Normal
Attachments: EO_14281_Email_List.xlsx

Draft distro list of other agencies attached, for your review.

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Schilling, Nicholas (OLP) <(b) (6)>
Sent: Monday, April 28, 2025 5:23 PM
To: Haviland, Aaron (OLP) <(b) (6)>
Subject: RE: EO 14281 (Disparate-Impact Liability): Draft email and spreadsheet

Duplicative Information - See Document ID #61929.1

Agency	Parent Agency (if applicable)
Consumer Financial Protection Bureau (CFPB)	
Equal Employment Opportunity Commission (EEOC)	
Federal Trade Commission (FTC)	
Food and Drug Administration (FDA)	HHS
U.S. Department of Agriculture (USDA)	
U.S. Department of Commerce	
U.S. Department of Defense (DOD)	DOD
U.S. Department of Education (ED)	
U.S. Department of Energy (DOE)	
U.S. Department of Health and Human Services (HHS)	HHS
U.S. Department of Homeland Security (DHS)	
U.S. Department of Housing and Urban Development (HUD)	
U.S. Department of Labor (DOL)	
U.S. Department of State (DOS)	
U.S. Department of the Interior (DOI)	
U.S. Department of the Treasury	
U.S. Department of Transportation (DOT)	
U.S. Department of Veterans Affairs (VA)	
U.S. Environmental Protection Agency (EPA)	
U.S. Small Business Administration (SBA)	

Contact(s)	Date Email Sent
CFPB_ExecutiveSecretary@cfpb.gov	
DG-EXEC-SEC@eeoc.gov	
FTCExecSEc@ftc.gov	
fdaexecsec@fda.hhs.gov	
agsec@usda.gov	
(b)(6) per DOC @doc.gov	
(b)(6) per DOW ; (b)(6) per DOW	
EDExecSec@ed.gov	
ES.Central@hq.doe.gov	
HHSExecSec@hhs.gov	
(b)(6), (b)(7)(C) per DHS	
ExecSec@hud.gov	
ExecSecDOL@dol.gov ExecutiveSecretariat@dol.gov	
(b)(6) per State @state.gov	
DOIExecSec@ios.doi.gov	
ExecSecStaff@treasury.gov TreasExecSec@treasury.gov Correspondence@treasury.gov	
DOTExecSec@dot.gov	
VAExecSec@va.gov	
EPAExecSec@epa.gov	
SBAExecSec@sba.gov	

Date of Response	Notes

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14281 (Disparate-Impact Liability): Draft email and spreadsheet
Date: Mon, 28 Apr 2025 19:31:31 -0400
Importance: Normal
Attachments: Copy_of_EO_14281_Email_List.njs.xlsx

Great—I added CDC and GSA.

For DOJ, here are the folks I would email:

- Antitrust: Sara Matar
- Civil: Emily Hall, Abigail Stout
- Civil Rights: Matt Zandi
- Criminal: Sophia Suarez
- ENRD: Justin Heminger, (b)(6) per ENRD
- EOUSA: Suzanne Bell
- FBI: (b)(6), (b)(7)(C) per FBI
- Office of Access to Justice: Emy Lopez
- Community Oriented Policing Services: Jonya Wagner, Shanetta Cutlar
- Office of Justice Programs: Maureen Henneberg
- Office of Violence Against Women: Virginia Baran Lyons, (b)(6) per OVW

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Monday, April 28, 2025 7:09 PM
To: Schilling, Nicholas (OLP) <(b) (6)>
Subject: RE: EO 14281 (Disparate-Impact Liability): Draft email and spreadsheet

Duplicative Information - See Document ID #26001.1

Agency	Parent Agency (if applicable)
Consumer Financial Protection Bureau (CFPB)	
Equal Employment Opportunity Commission (EEOC)	
Federal Trade Commission (FTC)	
Food and Drug Administration (FDA)	HHS
U.S. Department of Agriculture (USDA)	
U.S. Department of Commerce	
U.S. Department of Defense (DOD)	DOD
U.S. Department of Education (ED)	
U.S. Department of Energy (DOE)	
U.S. Department of Health and Human Services (HHS)	HHS
U.S. Department of Homeland Security (DHS)	
U.S. Department of Housing and Urban Development (HUD)	
U.S. Department of Labor (DOL)	
U.S. Department of State (DOS)	
U.S. Department of the Interior (DOI)	
U.S. Department of the Treasury	
U.S. Department of Transportation (DOT)	
U.S. Department of Veterans Affairs (VA)	
U.S. Environmental Protection Agency (EPA)	
U.S. Small Business Administration (SBA)	
Centers for Disease Control and Prevention (CDC)	HHS
General Services Administration (GSA)	

Contact(s)	Date Email Sent
CFPB_ExecutiveSecretary@cfpb.gov	
DG-EXEC-SEC@eeoc.gov	
FTCExecSEc@ftc.gov	
fdaexecsec@fda.hhs.gov	
agsec@usda.gov	
(b)(6) per DOC @doc.gov	
(b)(6) per DOW ; (b)(6) per DOW	
EDExecSec@ed.gov	
ES.Central@hq.doe.gov	
HHSExecSec@hhs.gov	
(b)(6), (b)(7)(C) per DHS	
ExecSec@hud.gov	
ExecSecDOL@dol.gov ExecutiveSecretariat@dol.gov	
(b)(6) per State @state.gov	
DOIExecSec@ios.doi.gov	
ExecSecStaff@treasury.gov TreasExecSec@treasury.gov Correspondence@treasury.gov	
DOTExecSec@dot.gov	
VAExecSec@va.gov	
EPAExecSec@epa.gov	
SBAExecSec@sba.gov	
rcc@cdc.gov CDCExecSec@cdc.gov cvu0@cdc.gov	
Executive-Secretariat@gsa.gov Mary.Thomas@gsa.gov Travis.Lewis@gsa.gov	

Date of Response	Notes

(b) (6)
(b) (6)

(b) (6)
(b) (6)

(b) (6)

(b) (6)

Duplicative Information - See Document ID #26005.1

From: "Haviland, Aaron (OLP)" <(b) (6)>

Cc: "DOJ Clearance Requests (OLP)" <(b) (6)>

Bcc: "CFPB_ExecutiveSecretary@cfpb.gov" <CFPB_ExecutiveSecretary@cfpb.gov>, "DG-EXEC-SEC@eeoc.gov" <DG-EXEC-SEC@eeoc.gov>, "Matar, Sara (ATR)" <(b) (6)>, "Hall, Emily (CIV)" <(b) (6)>, "Stout, Abigail (CIV)" <(b) (6)>, "Zandi, Matt (CRT)" <(b) (6)>, "Suarez, Sophia (CRM)" <(b) (6)>, "Heminger, Justin (ENRD)" <(b) (6)>, "(b)(6) per ENRD (ENRD)" <(b) (6)>, "Bell, Suzanne L. (USAEO)" <(b)(6), (b)(7)(C) per EOUSA>, "(b)(6), (b)(7)(C), (b)(7)(E) per FBI (OGC) (DET) (FBI)" <(b)(6), (b)(7)(C), (b)(7)(E) per FBI>, "Lopez, Emy (ATJ)" <(b) (6)>, "Wagner, Jonya (COPS)" <(b) (6)>, "Cutlar, Shanetta (COPS)" <(b) (6)>, "Henneberg, Maureen (OJP)" <(b) (6)>, "Baran, Virginia (OVW)" <(b) (6)>, "(b)(6) per OVW (OVW)" <(b) (6)>, "FTCExecSEc@ftc.gov" <FTCExecSEc@ftc.gov>, "fdaexecsec@fda.hhs.gov" <fdaexecsec@fda.hhs.gov>, "agsec@usda.gov" <agsec@usda.gov>, "(b)(6) per DOC@doc.gov" <(b)(6) per DOC@doc.gov>, (b)(6) per DOW [redacted], "EDExecSec@ed.gov" <EDExecSec@ed.gov>, "ES.Central@hq.doe.gov" <ES.Central@hq.doe.gov>, "HHSExecSec@hhs.gov" <HHSExecSec@hhs.gov>, (b)(6), (b)(7)(C) per DHS [redacted], "ExecSec@hud.gov" <ExecSec@hud.gov>, "ExecSecDOL@dol.gov" <ExecSecDOL@dol.gov>, "ExecutiveSecretariat@dol.gov" <ExecutiveSecretariat@dol.gov>, (b)(6) per State@state.gov" <(b)(6) per State@state.gov>, "DOIExecSec@ios.doi.gov" <DOIExecSec@ios.doi.gov>, "ExecSecStaff@treasury.gov" <ExecSecStaff@treasury.gov>, "TreasExecSec@treasury.gov" <TreasExecSec@treasury.gov>, "Correspondence@treasury.gov" <Correspondence@treasury.gov>, "DOTExecSec@dot.gov" <DOTExecSec@dot.gov>, "VAExecSec@va.gov" <VAExecSec@va.gov>, "EPAExecSec@epa.gov" <EPAExecSec@epa.gov>, "SBAExecSec@sba.gov" <SBAExecSec@sba.gov>, "rcc@cdc.gov" <rcc@cdc.gov>, "CDCExecSec@cdc.gov" <CDCExecSec@cdc.gov>, "cvu0@cdc.gov" <cvu0@cdc.gov>, "Executive-Secretariat@gsa.gov" <Executive-Secretariat@gsa.gov>, "Mary.Thomas@gsa.gov" <Mary.Thomas@gsa.gov>, "Travis.Lewis@gsa.gov" <Travis.Lewis@gsa.gov>

Subject: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Date: Mon, 28 Apr 2025 20:09:16 -0400

Importance: Normal

Attachments: EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf; EO_14281_Spreadsheet.xlsb

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April 28, 2025

TO: HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

Please read the entirety of this email because it includes instructions necessary to meet a **May 8, 2025,** deadline for complying with a recent Executive Order.

On April 23, 2025, President Trump issued Executive Order 14281 "*Restoring Equality of Opportunity and Meritocracy*" (attached). Section 5(b) of the EO requires the Attorney General, in coordination with the heads of all other agencies, to report to the President, no later than May 23, 2025:

(i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and

(ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.

In accordance with Section 5(b), the Department of Justice is requesting that all executive departments and agencies provide a list of the above items (including State-level laws or decisions covered under (ii), to the extent your agency is aware of such laws or decisions) to (b)(6) DOJ Clearance Requests **no later than 2 PM ET on May 8, 2025**. Please submit your information using the attached spreadsheet and cc (b)(6) Aaron Haviland on all communications. The subject line of the email to the Department of Justice should begin with the phrase "EO 14281 Information Request."

To assist agencies in the identification of regulations under EO 14281, the Department of Justice has developed the following instructions:

1. Agencies should review **all** their regulations in the CFR and **all** their guidance documents.
2. Agencies should evaluate all the items identified in 1 and determine whether any of the items fall into one or more of the categories set forth in Section 5(b) of the EO. To guide that effort, the agency might consider, among other things, questions such as:
    a. is the agency aware of litigation around a regulation or guidance document;
    b. has Congress contacted agencies about any of the identified items; or
    c. did the agency receive significant public comments about the regulation or guidance document that raised concerns similar to the classes identified in Section 5(b)?
3. Agencies should use their best judgment to fully and faithfully identify regulations and guidance documents responsive to the EO.

Please confirm receipt of this email.

Thank you,

Office of Legal Policy
Department of Justice

DEPARTMENT/AGENCY	SUB-AGENCY
U.S. Department of Housing and Urban Develpoment (HUD)	*N/A*

TYPE OF EXISTING REQUIREMENT (REGULATION, GUIDANCE, ETC.)

Regulation

DATE (PUBLISHED, ENACTED, ISSUED, etc.)

MM/DD/YYYY

DESCRIPTION OF EXISTING REQUIREMENT

XX C.F.R. Part XXX establishes a burden-shifting framework in X circumstances…

STEPS FOR AMENDMENT OR REPEAL

HUD has taken the following actions to rescind the regulation…

From: (b)(6) per DOW
To: "'Haviland, Aaron (OLP)'" <(b) (6)>
Cc: "DOJ Clearance Requests (OLP)" <(b) (6)>, "SD - ExecSec MA" <(b)(6) per DOW>
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Mon, 28 Apr 2025 22:30:14 -0400
Importance: Normal

Mr. Haviland,

Confirm receipt for DoD ExecSec.

Very Respectfully,
Col (b)(6) per DOW, USMC
Military Assistant to the Executive Secretary
Office of the Secretary of Defense
Comm: (b)(6) per DOW
DSN: (b)(6) per DOW
VOSIP: (b)(6) per DOW
Mobile: (b)(6) per DOW
NIPR: (b)(6) per DOW
SIPR: (b)(6) per DOW
JWICS: (b)(6) per DOW

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Monday, April 28, 2025 8:09 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61862.1

From: Travis Lewis - H1PA <travis.lewis@gsa.gov>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: [EXTERNAL] Re: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Tue, 29 Apr 2025 04:13:39 -0400
Importance: Normal

Hello Aaron,

Thank you. Confirming receipt on behalf of GSA.



U.S. General Services Administration

Travis Lewis
Program Manager, Executive Secretariat
Office of Executive Secretariat and
Presidential & Congressional Agency Liaison Services
Office of Administrative Services
General Services Administration
(b)(6) per GSA
executive-secretariat@gsa.gov
Exec Sec Insite Page

On Mon, Apr 28, 2025 at 8:11 PM Haviland, Aaron (OLP) <(b) (6)> wrote:

Duplicative Information - See Document ID #61862.1

From: "Baran, Virginia (OVW)" <(b) (6)>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: Re: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Tue, 29 Apr 2025 05:53:30 -0400
Importance: Normal

Aaron,

Confirming receipt. Will respond on behalf of OVW by the May 8 deadline. Thanks.

Ginger

On Apr 28, 2025, at 8:09 PM, Haviland, Aaron (OLP) (b) (6) wrote:

Duplicative Information - See Document ID #61862.1

From: "Cutlar, Shanetta (COPS)" <(b) (6)>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Cc: "Wagner, Jonya (COPS)" <(b) (6)>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Tue, 29 Apr 2025 06:11:15 -0400
Importance: Normal

Good morning,

As requested, confirming receipt of this email on behalf of the COPS Office.

Thanks,
Shanetta

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Monday, April 28, 2025 8:09 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61862.1

From: ES Central <es.central@hq.doe.gov>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Tue, 29 Apr 2025 08:12:36 -0400
Importance: Normal

Received!

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Monday, April 28, 2025 8:09 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: [EXTERNAL] EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61862.1

From: "Catoe, Tracy" <Tracy.Catoe@ed.gov>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Cc: ED Exec Sec <EDExecSec@ed.gov>
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Tue, 29 Apr 2025 08:26:33 -0400
Importance: Normal

Good morning, DOJ -

Confirming receipt, thanks!

T. Tracy Catoe
Director of Correspondence
Office of the Executive Secretariat
Office of the Secretary
U.S. Department of Education

Email Address: Tracy.Catoe@ed.gov
Mobile Phone: (b)(6) per ED

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Monday, April 28, 2025 8:09 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Duplicative Information - See Document ID #61862.1

From: "SBAExecSec@sba.gov" <SBAExecSec@sba.gov>
To: "Haviland, Aaron (OLP)" <(b) (6) >
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Tue, 29 Apr 2025 10:05:17 -0400
Importance: Normal

Email received.

From: Haviland, Aaron (OLP) <(b) (6) >
Sent: Monday, April 28, 2025 8:09 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6) >
Subject: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

CAUTION [External] - The sender of this message is external to the SBA network. Please use care when clicking on links and responding with sensitive information. Report suspicious emails using the "Report Message" option in Outlook".

Duplicative Information - See Document ID #61862.1

From: "ExecSec, DOL" <ExecSecDOL@dol.gov>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Tue, 29 Apr 2025 11:22:36 -0400
Importance: Normal

DOL Acknowledges Receipt

Office of the Executive Secretariat

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Monday, April 28, 2025 8:09 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Some people who received this message don't often get email from aaron.haviland@usdoj.gov. Learn why this is important

INFO ONLY: This email originated outside the Department of Labor but from a validated government source. Do not click (select) links or open attachments unless you recognize the sender and know the content is safe. Report suspicious emails through the "Report" button on your email toolbar.

Duplicative Information - See Document ID #61862.1

From: "Haviland, Aaron (OLP)" <(b) (6) [redacted]>
To: "DG-EXEC-SEC@eeoc.gov" <DG-EXEC-SEC@eeoc.gov>,
(b)(6) per EEOC [redacted],
(b)(6) per EEOC [redacted]
Cc: "DOJ Clearance Requests (OLP)" <(b) (6) [redacted]>
Subject: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Tue, 29 Apr 2025 12:41:36 -0400
Importance: Normal
Attachments: EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf; EO_14281_Spreadsheet.xlsb

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(Resending after first attempt was undeliverable.)

April 28, 2025

TO: HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

Please read the entirety of this email because it includes instructions necessary to meet a **May 8, 2025,** deadline for complying with a recent Executive Order.

On April 23, 2025, President Trump issued Executive Order 14281 "*Restoring Equality of Opportunity and Meritocracy*" (attached). Section 5(b) of the EO requires the Attorney General, in coordination with the heads of all other agencies, to report to the President, no later than May 23, 2025:

> (i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and
>
> (ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.

In accordance with Section 5(b), the Department of Justice is requesting that all executive departments and agencies provide a list of the above items (including State-level laws or decisions covered under (ii), to the extent your agency is aware of such laws or decisions) to (b)(6) DOJ Clearance Requests **no later than 2 PM ET on May 8, 2025**. Please submit your information using the attached spreadsheet and cc (b)(6) Aaron Haviland on all communications. The subject line of the email to the Department of Justice should begin with the phrase "EO 14281 Information Request."

To assist agencies in the identification of regulations under EO 14281, the Department of Justice has developed the following instructions:

1. Agencies should review **all** their regulations in the CFR and **all** their guidance documents.
2. Agencies should evaluate all the items identified in 1 and determine whether any of the items fall into one or more of the categories set forth in Section 5(b) of the EO. To guide that effort, the agency might consider, among other things, questions such as:
   a. is the agency aware of litigation around a regulation or guidance document;
   b. has Congress contacted agencies about any of the identified items; or
   c. did the agency receive significant public comments about the regulation or guidance document that raised concerns similar to the classes identified in Section 5(b)?

3. Agencies should use their best judgment to fully and faithfully identify regulations and guidance documents responsive to the EO.

Please confirm receipt of this email.

Thank you,

Office of Legal Policy
Department of Justice

From: RAYMOND WINDMILLER <(b)(6) per EEOC>
To: "Haviland, Aaron (OLP)" <(b) (6)>, EEOC EXECUTIVE SECRETARIAT <EEOC-EXECUTIVE-SECRETARIAT@EEOC.GOV>
Cc: "DOJ Clearance Requests (OLP)" <(b) (6)>, LATOYA NEWSON <(b)(6) per EEOC>
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Tue, 29 Apr 2025 12:45:15 -0400
Importance: Normal
Inline-Images: image001.png

Good afternoon,

The EEOC is acknowledging receipt.

Best,
Ray

Ray Windmiller
Executive Officer
Office of the Executive Secretariat
U.S. Equal Employment Opportunity Commission
(b)(6) per EEOC
Email: (b)(6) per EEOC

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Tuesday, April 29, 2025 12:42 PM
To: DG-EXEC-SEC <DG-EXEC-SEC@eeoc.gov>; RAYMOND WINDMILLER <(b)(6) per EEOC>; LATOYA NEWSON <(b)(6) per EEOC>
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Some people who received this message don't often get email from (b)(6) Aaron Haviland. Learn why this is important

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Duplicative Information - See Document ID #61877.1

From: "Hernandez, Rafael" <Rafael.Hernandez@ed.gov>
To: (b)(6) Aaron Haviland
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Wed, 30 Apr 2025 14:33:22 -0400
Importance: Normal
Attachments: EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf; EO_14281_Spreadsheet.xlsb

---

Good afternoon Aaron,

We received the inquiry below and have forwarded to our Acting Assistant Secretary for Civil Rights, Craig Trainor.

Thank you,

Rafael Hernandez
Special Assistant to the Deputy Assistant Secretary for Enforcement
Office for Civil Rights
U.S. Department of Education

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Monday, April 28, 2025 8:09 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Duplicative Information - See Document ID #61862.1

From: ExecSec <ExecSec@hud.gov>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: [EXTERNAL] RE: <External Message> EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Thu, 01 May 2025 12:03:04 -0400
Importance: Normal

Confirm receipt.

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Monday, April 28, 2025 8:09 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: <External Message> EO 14281 (Restoring Equality of Opportunity and Meritocracy)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe. If you have concerns about the content of the email, please send it to phishing@hud.gov or click the Report Phishing Button on the Outlook ribbon or Phishing option within OWA.

Duplicative Information - See Document ID #61862.1

From: "Wagner, Jonya (COPS)" <(b) (6)>
To: "DOJ Clearance Requests (OLP)" <(b) (6)>
Cc: "Haviland, Aaron (OLP)" <(b) (6)>, "Randolph, Cory (COPS)" <(b) (6)>, "Cutlar, Shanetta (COPS)" <(b) (6)>
Subject: EO 14281 Information Request
Date: Mon, 05 May 2025 16:56:46 -0400
Importance: Normal

Office of Legal Policy:

The Office of Community Oriented Policing Services (COPS Office) has reviewed all relevant documents and does not have anything to report.

Thanks,

Jonya E. Wagner
Acting General Counsel
Office of the General Counsel
U.S. Department of Justice
Office of Community Oriented Policing Services
Two Constitution Square |145 N Street, N.E. | Washington, DC 20530
(b) (6) *(office)/*(b) (6) *(mobile)*
Web: www.cops.usdoj.gov | X: @COPSOffice | Facebook: DOJCOPS

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From: "Lopez, Emy (ATJ)" <(b) (6)>
To: "DOJ Clearance Requests (OLP)" <(b) (6)>
Cc: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: EO 14281 Information Request
Date: Tue, 06 May 2025 15:00:10 -0400
Importance: Normal

Dear colleagues,

The Office for Access to Justice (ATJ) has nothing to report in relation to the information request for EO 14281.

Best regards,
Emy

Emy López
Acting Chief of Staff
Office for Access to Justice
U.S. Department of Justice
(b) (6)

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: Re: EO 14281 data call extension request
Date: Tue, 06 May 2025 15:31:24 -0400
Importance: Normal

Definitely won't work. Let's discuss at 4pm

Nicholas Schilling
(b) (6)
Sent from my phone; please excuse any errors.

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Tuesday, May 6, 2025 3:27:35 PM
To: Schilling, Nicholas (OLP) <(b) (6)>
Subject: FW: EO 14281 data call extension request

FYI, EPA just asked for a one-week extension (from May 8 to May 15) to report back on their disparate-impact liability regulations and policies. Given that the report is due to the President on May 23, that seems pretty late.

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Serassio, Helen <Serassio.Helen@epa.gov>
Sent: Tuesday, May 6, 2025 3:02 PM
To: Haviland, Aaron (OLP) <(b) (6)>
Subject: [EXTERNAL] EO 14281 data call extension request

Good afternoon Aaron,

My office just received the EO 14281 data call you sent to federal agencies on April 29. We are going to coordinate with offices throughout EPA to identify regulations or guidance documents that are responsive to the request. However, due to the nature of the request, we are not going to be able to compile the data call by May 8th. I'm reaching out to see if an extension to May 15 is possible. This would allow us time to receive the necessary information from our client offices and have discussions regarding what to do with any regulations or guidance documents identified as part of the data call. If you have any questions or would like to discuss, you can reach me via e-mail or my cell at (b) (6).

Best Regards,

Helen Serassio
Associate General Counsel
Cross-Cutting Issues Law Office

From: "Haviland, Aaron (OLP)" <(b) (6)>
To: "Serassio, Helen" <Serassio.Helen@epa.gov>
Subject: RE: EO 14281 data call extension request
Date: Tue, 06 May 2025 16:52:58 -0400
Importance: Normal

Helen,

Thank you for your email. We understand that this request is a big ask on a tight timeline, and we appreciate everything you are doing to turn around a response on such short notice. Unfortunately, May 15 will likely be too late: EO 14281 requires the final report to be submitted to the President no later than May 23, and the report will need to go through at least three levels of review the Attorney General, the Deputy Attorney General, and the Assistant Attorney General before that deadline.

Would an extension to the morning of May 12 work for you to submit your review?

Best regards,
Aaron

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Serassio, Helen <Serassio.Helen@epa.gov>
Sent: Tuesday, May 6, 2025 3:02 PM
To: Haviland, Aaron (OLP) <(b) (6)>
Subject: [EXTERNAL] EO 14281 data call extension request

Duplicative Information - See Document ID #61867.1

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: Re: EO 14281 Information Request
Date: Wed, 07 May 2025 11:28:29 -0400
Importance: Normal
Inline-Images: image001.png

Thank you

Nicholas Schilling
(b) (6)
Sent from my phone; please excuse any errors.

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Wednesday, May 7, 2025 11:28:03 AM
To: Schilling, Nicholas (OLP) <(b) (6)>
Subject: RE: EO 14281 Information Request

FYI. I will respond same as I did for EPA.

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Hewitt, Neha - OGC, OR <neha.hewitt@usda.gov>
Sent: Wednesday, May 7, 2025 11:25 AM
To: Haviland, Aaron (OLP) <(b) (6)>
Subject: [EXTERNAL] EO 14281 Information Request

Mr. Haviland,

USDA is requesting an extension to provide DOJ with this information. The Office of the General Counsel has just become aware of this data call and is compiling information from the many USDA agencies. Can we have an additional week to ensure we have all the possible information?

Thank you!

Neha Hewitt
Senior Counsel
Civil Rights, Labor and Employment Law Division

USDA U.S. DEPARTMENT OF AGRICULTURE
Office of the General Counsel
1220 SW Third Avenue, Suite 310
Portland, Oregon 97204
p: (503) 808- 5959 | c: (b)(6) per USDA
Neha.hewitt@usda.gov

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From: "Hewitt, Neha - OGC, OR" <neha.hewitt@usda.gov>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: [EXTERNAL] RE: EO 14281 Information Request
Date: Wed, 07 May 2025 12:13:09 -0400
Importance: Normal
Inline-Images: image001.png

Thank you so much. The morning of May 12th will work for us.

Neha Hewitt
Senior Counsel
Civil Rights, Labor and Employment Law Division

USDA
U.S. DEPARTMENT OF AGRICULTURE
Office of the General Counsel
1220 SW Third Avenue, Suite 310
Portland, Oregon 97204
p: (503) 808- 5959 | c: (b)(6) per USDA
Neha.hewitt@usda.gov

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From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Wednesday, May 7, 2025 8:48 AM
To: Hewitt, Neha - OGC, OR <neha.hewitt@usda.gov>
Subject: RE: EO 14281 Information Request

Ms. Hewitt,

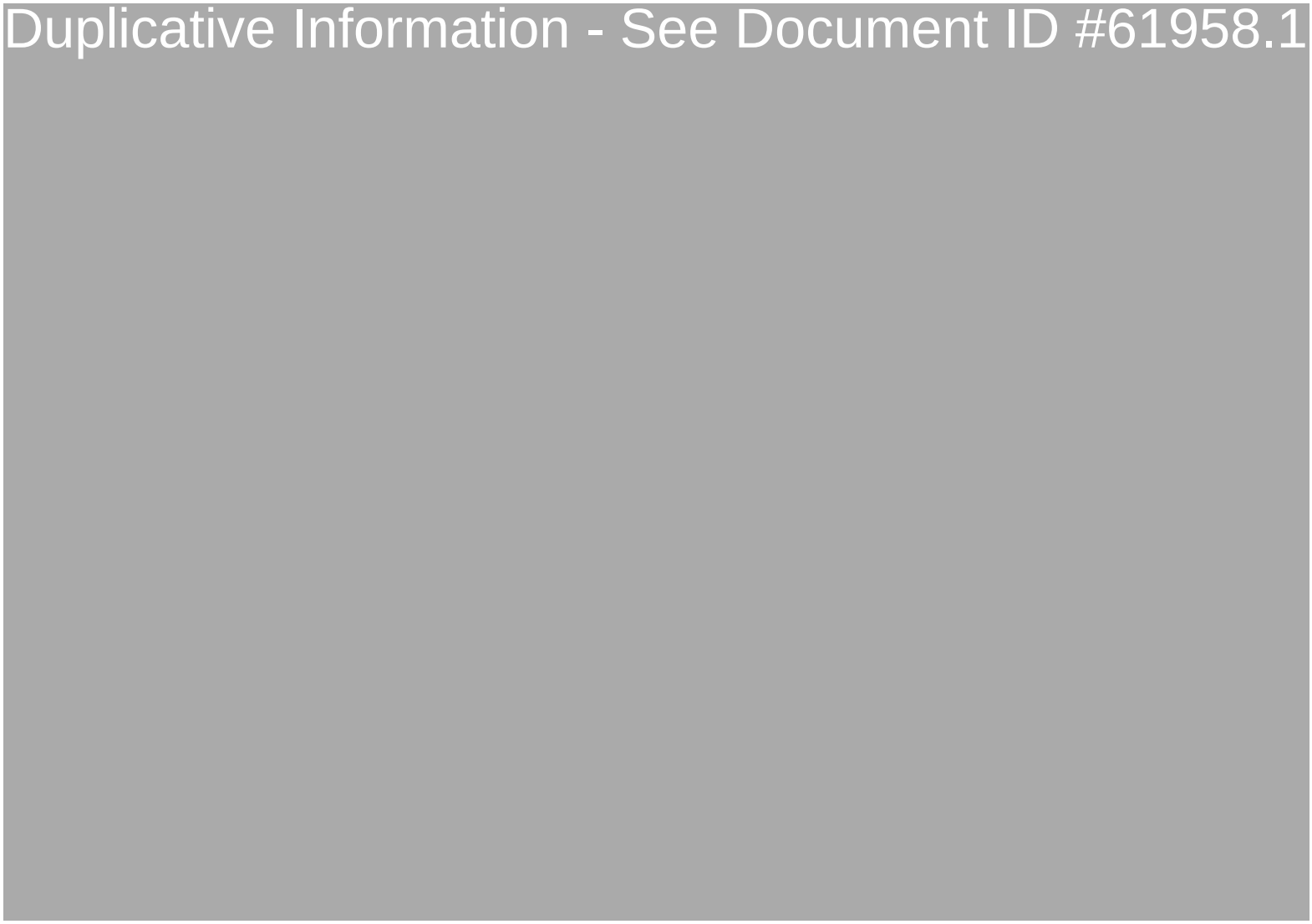
Thank you for your email. We understand that this request is a big ask on a tight timeline, and we appreciate everything you are doing to turn around a response on such short notice. Unfortunately, a full one-week extension will likely be too late: EO 14281 requires the final report to be submitted to the President no later than May 23, and the report will need to go through at least three levels of review—the Attorney General, the Deputy Attorney General, and the Assistant Attorney General—before that deadline.

Would an extension to the morning of May 12 work for you to submit the bulk of your review, with the understanding that there might be some straggler submissions from USDA agencies?

Best regards,
Aaron

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Hewitt, Neha - OGC, OR <neha.hewitt@usda.gov>
Sent: Wednesday, May 7, 2025 11:25 AM
To: Haviland, Aaron (OLP) <(b) (6)>
Subject: [EXTERNAL] EO 14281 Information Request



From: "Wood, Seth (USAEO)" <(b)(6), (b)(7)(C) per EOUSA>
To: "DOJ Clearance Requests (OLP)" <(b) (6)>
Cc: "Haviland, Aaron (OLP)" <(b) (6)>, "Wong, Norman (USAEO)" <(b)(6), (b)(7)(C) per EOUSA>, "Bell, Suzanne L. (USAEO)" <(b)(6), (b)(7)(C) per EOUSA>, "Vance, Virginia (USAEO)" <(b)(6), (b)(7)(C) per EOUSA>, "Lu, Julie (USAEO)" <(b)(6), (b)(7)(C) per EOUSA>, "Monteleone, Robby (USAEO)" <(b)(6), (b)(7)(C) per EOUSA>
Subject: EO 14281 Information Request
Date: Wed, 07 May 2025 13:11:49 -0400
Importance: Normal
Attachments: EEO_Staff_EO_14281_Spreadsheet.xlsb

Good afternoon,

Please see the attached information. (b)(5) per EOUSA

If you have any questions or need any other information, please let us know. Thank you.

Seth Wood
Legislative Counsel
Executive Office for United States Attorneys
(b)(6), (b)(7)(C) per EOUSA

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Monday, April 28, 2025 8:09 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61862.1

From: "Braniff, Andrew (CRT)" <(b) (6) >
To: "Bhirud, Ketan (ODAG)" <(b) (6) >, "Henricks, Aaron (ODAG)" <(b) (6) >
Cc: "Whitaker, Henry (OAG)" <(b) (6) >
Subject: FW: [EO 14281] Disparate Impact Letter to Department of Justice from Harmeet
Date: Wed, 07 May 2025 14:27:36 -0400
Importance: Normal
Attachments: RegulationsGuidance.Dispa.Impact.5.6.25.agb.docx; bostock_memo.AG2.12.2025.pdf

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All,

Attached is the one pager on the disparate impact regulations propounded under the Title VI and Safe Streets Act that I mentioned yesterday (that will now come from Harmeet) as to our obligations under EO 14281. With your edits and approval I can send to Harmeet.

(b)(5) per CRT

Is there an internal database I can search that you know about? Is there a contact at OLP who might know how to find anything that previous administrations have put out (letters memos etc) with regard to enforcing Title VI or VII, ADA, the VRA, FHA, etc?

Andy

From: Braniff, Andrew (CRT)
Sent: Wednesday, May 7, 2025 10:47 AM
To: Warner, Mac (CRT) <(b) (6) >
Cc: Zandi, Matt (CRT) <(b) (6) >
Subject: [EO 14281] Disparate Impact Letter to Department of Justice from Harmeet

Mac,

Attached is a first draft of a one pager to meet the requirements of EO 14281 announcing we are rescinding and replacing our disparate impact regulations under Title VI. (b)(5) per CRT

This is under a very tight deadline turnaround. Could you review and approve?
Once you approve, I will send to Ketan and Henry Whitaker for their review and if they approve we can have Harmeet review to sign and issue.

Our 30 day report is due May 23 and we would like to include this as part of the report under the order.

I also attached the post-Bostock memo under which it was modelled.

Andy

From: "Fisher, Bethany" <fisher.bethany@epa.gov>
To: "'Haviland, Aaron (OLP)'" <(b) (6)>
Cc: "Serassio, Helen" <Serassio.Helen@epa.gov>, "Schilling, Nicholas (OLP)" <(b) (6)>
Subject: [EXTERNAL] RE: EPA requesting extension for EO 14281 submission to 5/16
Date: Wed, 07 May 2025 16:34:54 -0400
Importance: Normal

Hi Aaron,

We'll aim to follow that schedule and will be in touch next week with more information.

Thank you,

Bethany Fisher
Deputy Associate General Counsel
Cross-Cutting Issues Law Office
EPA Office of General Counsel
202-564-2672

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Wednesday, May 7, 2025 3:07 PM
To: Fisher, Bethany <fisher.bethany@epa.gov>
Cc: Serassio, Helen <Serassio.Helen@epa.gov>; Schilling, Nicholas (OLP) <(b) (6)>
Subject: RE: EPA requesting extension for EO 14281 submission to 5/16

> **Caution:** This email originated from outside EPA, please exercise additional caution when deciding whether to open attachments or click on provided links.

Thank you, Bethany. So that our office has enough time to review the submissions and to draft the report, would it be possible for you to send me on Monday, May 12: (1) a preliminary submission with everything you have been able to identify so far; and (2) a rough idea of how many offices still need to report in or how much material they still need to review? You could then submit one or more follow-up reports, with everything to be complete by noon on Wednesday, May 14.

Best regards,
Aaron

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Fisher, Bethany <fisher.bethany@epa.gov>
Sent: Wednesday, May 7, 2025 12:53 PM
To: Haviland, Aaron (OLP) <(b) (6)>
Cc: Serassio, Helen <Serassio.Helen@epa.gov>; Schilling, Nicholas (OLP) <(b) (6)>
Subject: [EXTERNAL] RE: EPA requesting extension for EO 14281 submission to 5/16

Good afternoon Aaron,

Thank you very much for the quick response. Would it be at all possible to meet in the middle and submit by noon next Wednesday, May 14? We're working as quickly as we can to identify any potentially implicated Agency actions and to coordinate with all relevant offices, but we'd be on much better footing to send what we have by Wednesday. We understand this is the result of an unfortunate slow-down internally on this end and are so appreciative of your consideration for providing additional time.

Bethany Fisher
Deputy Associate General Counsel
Cross-Cutting Issues Law Office
EPA Office of General Counsel
202-564-2672

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Wednesday, May 7, 2025 12:40 PM
To: Fisher, Bethany <fisher.bethany@epa.gov>
Cc: Serassio, Helen <Serassio.Helen@epa.gov>; Schilling, Nicholas (OLP) <(b) (6)>
Subject: RE: EPA requesting extension for EO 14281 submission to 5/16

Caution: This email originated from outside EPA, please exercise additional caution when deciding whether to open attachments or click on provided links.

Good afternoon,

Thank you for your email. We understand that this request is a significant ask on a tight timeline, and we appreciate everything you are doing to provide a response on such short notice. Unfortunately, we are concerned that an extension to May 16 will be too late: Executive Order 14281 requires the Department of Justice to submit its final report to the President no later than May 23, and the report will need to go through at least three levels of review the Attorney General, the Deputy Attorney General, and the Assistant Attorney General before that deadline.

Would an extension to **12:00 pm on Monday, May 12** work for you to complete the bulk of your review?

Thank you,
Aaron

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Fisher, Bethany <fisher.bethany@epa.gov>
Sent: Wednesday, May 7, 2025 12:00 PM
To: Haviland, Aaron (OLP) <(b) (6)>
Cc: Serassio, Helen <Serassio.Helen@epa.gov>
Subject: [EXTERNAL] EPA requesting extension for EO 14281 submission to 5/16

Good afternoon,

EPA's Office of General Counsel is recently in receipt of a communication sent by DOJ's Office of Legal Policy on April 28 regarding Executive Order 14281. That communication requested a list of items covered by Section 5(b) of EO 14281 by 2:00 pm on Thursday, May 8. Since our office was just assigned this task, we are unable to complete it by May 8. We are therefore requesting an extension to submit this information to DOJ by **12:00 pm next Friday, May 16**. Please let us know if you have any concerns with this extension date.

Thank you,

Bethany Fisher
Deputy Associate General Counsel
Cross-Cutting Issues Law Office
EPA Office of General Counsel
202-564-2672

From: "Henneberg, Maureen (OJP)" <(b) (6)>
To: "DOJ Clearance Requests (OLP)" <(b) (6)>
Cc: "Haviland, Aaron (OLP)" <(b) (6)>, "Allen, Lara (OJP)" <(b) (6)>, "Small, Kevonne (OJP)" <(b) (6)>, "Madan, Rafael A. (OJP)" <(b) (6)>
Subject: FW: EO 14281 (Restoring Equality of Opportunity and Meritocracy) - OJP Response
Date: Thu, 08 May 2025 10:49:06 -0400
Importance: Normal
Attachments: EO_14281_Spreadsheet_OJP_Response_05082025.xlsb

Good morning Aaron –

Please find attached the Office of Justice Program's response to OLP's request below for information to comply with Executive Order 14281. Department leadership may wish to review the videos referenced on lines 8-11 of the attached document to ensure that the content, beyond the identified excerpts, aligns with Administration policy.

Please let us know if you need any further information or clarification.

Maureen

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Monday, April 28, 2025 8:09 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61862.1

From: Larry Allen - M <larry.allen@gsa.gov>
To: (b)(6) DOJ Clearance Requests
Cc: (b)(6) Aaron Haviland
Subject: [EXTERNAL] EO 14281 Information Request - GSA
Date: Thu, 08 May 2025 12:28:12 -0400
Importance: Normal
Attachments: 05.08.2025_EO_14281_Information_Request_-_GSA.xlsb

---

To whom it may concern,

Please find the attached document containing a list of regulations, guidance, rules, and orders in accordance with the request outlined in Executive Order 14281, *Restoring Equality of Opportunity and Meritocracy*.

Please reach out to me directly if you have any questions.

Best Regards,
Larry Allen, Associate Administrator,
Government Wide Policy and Chief Acquisition Officer

From: "Morrow, Jeffrey (CFPB)" <Jeffrey.Morrow@cfpb.gov>
To: (b)(6) DOJ Clearance Requests
Cc: (b)(6) Aaron Haviland, "Johnson, Joshua (CFPB)" <Joshua.Johnson@cfpb.gov>, "Zorc, Anne (CFPB)" <Anne.Zorc@cfpb.gov>, "Vespa-Papaleo, Frank (CFPB)" <John.Vespa-Papaleo@cfpb.gov>
Subject: [EXTERNAL] EO 14281 Information Request
Date: Thu, 08 May 2025 13:00:29 -0400
Importance: Normal
Attachments: CFPB_EO_14281_Spreadsheet.xlsb

DOJ Team,

Attached, please find a spreadsheet from the Consumer Financial Protection Bureau detailing items responsive to DOJ's April 28, 2025 request. Please let us know if you have any difficulty with the file or any additional questions.

Jeff Morrow
Senior Counsel | Law & Policy, Legal Division

Consumer Financial Protection Bureau
1700 G Street, NW
Room 5058
Washington, D.C. 20006
(b)(6) per CFPB

consumerfinance.gov

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From: "(b)(6) per OVW (OVW)" <(b) (6)>
To: "DOJ Clearance Requests (OLP)" <(b) (6)>
Cc: "Baran, Virginia (OVW)" <(b) (6)>, "(b)(6) per OVW (OVW)" <(b) (6)>, "Haviland, Aaron (OLP)" <(b) (6)>
Subject: EO 14281 Information Request
Date: Thu, 08 May 2025 13:44:23 -0400
Importance: Normal
Attachments: EO_14281_Spreadsheet_OVW.xlsb

Attached please find the DOJ Office on Violence Against Women's submission in response to the above cited information request.

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Monday, April 28, 2025 8:09 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61862.1

From: RAYMOND PEELER <(b)(6) per EEOC >
To: (b)(6) DOJ Clearance Requests
Cc: (b)(6) Aaron Haviland , SHANNON ROYCE <(b)(6) per EEOC >, MARY KATE LITTLEJOHN <(b)(6) per EEOC >, RAYMOND WINDMILLER <(b)(6) per EEOC >
Subject: [EXTERNAL] EO 14281 Information Request: EEOC's spreadsheet
Date: Thu, 08 May 2025 13:57:44 -0400
Importance: Normal
Attachments: EO_14281_(b)(5) per EEOC_Spreadsheet_EEOC_to_DOJ_20250508.xlsb
Inline-Images: image001.png; image002.jpg; image003.jpg; image004.jpg; image005.jpg; image006.jpg

---

Good afternoon –

The EEOC is providing this list of all regulations, guidance, technical assistance, and management directives (MDs) that reference (b)(5) per EEOC consistent with the instructions of Executive Order 14281. In almost all of these documents, (b)(5) per EEOC We also read Executive Order as (b)(5) per EEOC . We have included documents that (b)(5) per EEOC . As noted in the chart, (b)(5) per EEOC .

Thank you

Raymond L. Peeler
Associate Legal Counsel
U.S. Equal Employment Opportunity Commission
Phone: (b)(6) per EEOC Mobile: (b)(6) per EEOC
Web: www.eeoc.gov
Email: (b)(6) per EEOC

Get EEOC news in your inbox.
Sign up here.

From: (b)(6), (b)(7)(C), (b)(7)(E) per FBI
To: (b)(6) Aaron Haviland [redacted],
(b)(6) DOJ Clearance Requests [redacted]
Cc: (b)(6), (b)(7)(C), (b)(7)(E) per FBI [redacted]
Subject: FW: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Thu, 08 May 2025 13:58:35 -0400
Importance: Normal

Greeting, Aaron,

FBI has nothing to report. Thank you!

Very Respectfully,
(b)(6), (b)(7)(C), (b)(7

(b)(6), (b)(7)(C), (b)(7)(E) per FBI
Executive Assistant to the General Counsel
Executive Staff
Office of the General Counsel
JEH Room 7427
(b)(6), (b)(7)(C), (b)(7)(E) per FBI

Confidentiality Statement: This message is transmitted to you by the Office of the General Counsel of the Federal Bureau of Investigation. The message, along with any attachments, may be confidential and legally privileged. If you are not the intended recipient of this message, please destroy it promptly without further retention or dissemination (unless otherwise required by law). Please notify the sender of the error by a separate e-mail or by calling (b)(6), (b)(7)(C), (b)(7)(E) per FBI.

From: Haviland, Aaron (OLP) <(b) (6) [redacted]>
Sent: Monday, April 28, 2025 8:09 PM
Cc: DOJ Clearance Requests (OLP) (JMD) <(b) (6) [redacted]>
Subject: [EXTERNAL EMAIL] - EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61862.1

From: "Toppings, Patricia L CIV OSD OATSD (PCLT) (USA)" <(b)(6) per DOW>
To: (b)(6) DOJ Clearance Requests
Cc: (b)(6) Aaron Haviland
Subject: [EXTERNAL] Executive Order 14281, "Restoring Equality of Opportunity and Meritocracy"
Date: Thu, 08 May 2025 14:43:43 -0400
Importance: Normal

Dear DOJ:

The Department of Defense provides a negative response to your April 28 data request for a list of regulations and guidance that impose disparate-impact liability or similar requirements.

Components of the Department identified no such regulations or guidance.

Thank you for your partnership.

R,

Patricia L. Toppings
Director, Regulatory Directorate
Office of the Assistant to the Secretary of Defense
for Privacy, Civil Liberties, and Transparency
Department of Defense
Phone: (b)(6) per DOW
E-mail: (b)(6) per DOW

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Reitz, Aaron (OLP)" <(b) (6)>
Subject: ODAG-OLP Weekly Agenda
Date: Thu, 08 May 2025 17:56:34 -0400
Importance: Normal
Attachments: DRAFT_ODAG-OLP_Weekly_Agenda_(05.08.2025).docx

Aaron, attached is a proposed agenda for tomorrow's meeting. I have redlined the changes from last week's agenda.

Nicholas Schilling Jr.
U.S. Department of Justice
Office of Legal Policy, Chief of Staff
(b) (6)
Cell: (b) (6)

ODAG-OLP Weekly Meeting
May 8, 2025

Removed per scoping agreement

2. For DAG awareness

Removed per scoping agreement

~~ix.~~viii. EO 14281 *Restoring Equality of Opportunity and Meritocracy* (i.e., ending disparate-impact liability): components and agencies have provided feedback; expected to put in ExecSec for ODAG/OAG review by Tues./Wed. next week; due to President on 5/23 ~~early-stage coordination with components~~

Removed per scoping agreement

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Reitz, Aaron (OLP)" <(b) (6)>
Subject: RE: ODAG-OLP Weekly Agenda
Date: Thu, 08 May 2025 17:59:42 -0400
Importance: Normal
Attachments: DRAFT_ODAG-OLP_Weekly_Agenda_(05.08.2025).docx

Apologies. Please use this version.

From: Schilling, Nicholas (OLP)
Sent: Thursday, May 8, 2025 5:57 PM
To: Reitz, Aaron (OLP) <(b) (6)>
Subject: ODAG-OLP Weekly Agenda

Duplicative Information - See Document ID #60834.1

ODAG-OLP Weekly Meeting
May 8, 2025

Removed per scoping agreement

2. For DAG awareness

Removed per scoping agreement

~~ix.~~viii. EO 14281 *Restoring Equality of Opportunity and Meritocracy* (i.e., ending disparate-impact liability): components and agencies have provided feedback; expected to put in ExecSec for ODAG/OAG review by Tues./Wed. next week; due to President on 5/23 ~~early-stage coordination with components~~

Removed per scoping agreement

From: "Haviland, Aaron (OLP)" <[redacted]>
To: "EDExecSec@ed.gov" <EDExecSec@ed.gov>, "Rafael.Hernandez@ed.gov" <Rafael.Hernandez@ed.gov>, "Craig.Trainor@ed.gov" <Craig.Trainor@ed.gov>
Cc: "DOJ Clearance Requests (OLP)" <[redacted]>
Subject: RE: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Thu, 08 May 2025 18:15:22 -0400
Importance: Normal
Attachments: EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf; EO_14281_Spreadsheet.xlsb

---

Good evening,
Following up to see if your agency has anything to report concerning any existing regulations, rules, or orders that impose disparate-impact liability, as required by Section 5(b) of EO 14281. Please send us your report as soon as possible or confirm that you have nothing to report.

Thank you,

Office of Legal Policy
Department of Justice

From: Hernandez, Rafael <Rafael.Hernandez@ed.gov>
Sent: Wednesday, April 30, 2025 2:33 PM
To: Haviland, Aaron (OLP) <[redacted]>
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61950.1

From: "Haviland, Aaron (OLP)" <[redacted]>
To: ES Central <es.central@hq.doe.gov>
Cc: "DOJ Clearance Requests (OLP)" <[redacted]>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Thu, 08 May 2025 18:18:46 -0400
Importance: Normal
Attachments: EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf; EO_14281_Spreadsheet.xlsb

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Good evening,
Following up to see if your department has anything to report concerning any existing regulations, rules, or orders that impose disparate-impact liability, as required by Section 5(b) of EO 14281. Please send us your report as soon as possible or confirm that you have nothing to report.

Thank you,

Office of Legal Policy
Department of Justice

From: ES Central <es.central@hq.doe.gov>
Sent: Tuesday, April 29, 2025 8:13 AM
To: Haviland, Aaron (OLP) <[redacted]>
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #26644.1

From: "Haviland, Aaron (OLP)" <(b) (6) >
To: "ExecSec" <ExecSec@hud.gov>
Cc: "DOJ Clearance Requests (OLP)" <(b) (6) >
Subject: RE: <External Message> EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Thu, 08 May 2025 18:23:19 -0400
Importance: Normal
Attachments: EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf; EO_14281_Spreadsheet.xlsb

---

Good evening,
Following up to see if your department has anything to report concerning any existing regulations, rules, or orders that impose disparate-impact liability, as required by Section 5(b) of EO 14281. Please send us your report as soon as possible or confirm that you have nothing to report.

Thank you,

Office of Legal Policy
Department of Justice

From: ExecSec <ExecSec@hud.gov>
Sent: Thursday, May 1, 2025 12:03 PM
To: Haviland, Aaron (OLP) <(b) (6) >
Subject: [EXTERNAL] RE: <External Message> EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61878.1

From: "Haviland, Aaron (OLP)" <(b) (6)>
To: "ExecSec, DOL" <ExecSecDOL@dol.gov>
Cc: "DOJ Clearance Requests (OLP)" <(b) (6)>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Thu, 08 May 2025 18:25:18 -0400
Importance: Normal
Attachments: EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf; EO_14281_Spreadsheet.xlsb

---

Good evening,
Following up to see if your department has anything to report concerning any existing regulations, rules, or orders that impose disparate-impact liability, as required by Section 5(b) of EO 14281. Please send us your report as soon as possible or confirm that you have nothing to report.

Thank you,

Office of Legal Policy
Department of Justice

From: ExecSec, DOL <ExecSecDOL@dol.gov>
Sent: Tuesday, April 29, 2025 11:23 AM
To: Haviland, Aaron (OLP) <(b) (6)>
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61913.1

From: "Schaefer, Steven" <Steven.Schaefer@ed.gov>
To: (b)(6) Aaron Haviland
Cc: ED Exec Sec <EDExecSec@ed.gov>, "Trainor, Craig" <Craig.Trainor@ed.gov>, "Hernandez, Rafael" <Rafael.Hernandez@ed.gov>, (b)(6) DOJ Clearance Requests
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Thu, 08 May 2025 18:28:43 -0400
Importance: Normal
Attachments: Copy_of_Copy_OS-25-004596_-_EO_14281_Spreadsheet_ED_OCR_Edits_Updated_5.8.25_(OCR).xlsb

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Dear OLP,

Good evening.

Attached is ED OCR's spreadsheet identifying rules/guidance documents that impose disparate-impact liability or similar requirements. Additionally, OCR indicates (b)(5) per ED

Earlier today, we sent this attachment internally to OGC for transmittal.

Thank you,
Steve Schaefer

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Thursday, May 8, 2025 6:15:22 PM
To: ED Exec Sec <EDExecSec@ed.gov>; Hernandez, Rafael <Rafael.Hernandez@ed.gov>; Trainor, Craig <Craig.Trainor@ed.gov>
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: RE: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

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Duplicative Information - See Document ID #61964.1

From: "Haviland, Aaron (OLP)" <[redacted]>
To: "SBAExecSec@sba.gov" <SBAExecSec@sba.gov>
Cc: "DOJ Clearance Requests (OLP)" <[redacted]>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Thu, 08 May 2025 18:29:12 -0400
Importance: Normal
Attachments: EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf; EO_14281_Spreadsheet.xlsb

---

Good evening,
Following up to see if your agency has anything to report concerning any existing regulations, rules, or orders that impose disparate-impact liability, as required by Section 5(b) of EO 14281. Please send us your report as soon as possible or confirm that you have nothing to report.

Thank you,

Office of Legal Policy
Department of Justice

From: SBAExecSec@sba.gov <SBAExecSec@sba.gov>
Sent: Tuesday, April 29, 2025 10:05 AM
To: Haviland, Aaron (OLP) <[redacted]>
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61968.1

From: "Schaefer, Steven" <Steven.Schaefer@ed.gov>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Thu, 08 May 2025 18:32:30 -0400
Importance: Normal

Thank you!

Steven D. Schaefer
Office for Civil Rights

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Thursday, May 8, 2025 6:32 PM
To: Schaefer, Steven <Steven.Schaefer@ed.gov>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

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Thanks, Steve!

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Schaefer, Steven <Steven.Schaefer@ed.gov>
Sent: Thursday, May 8, 2025 6:29 PM
To: Haviland, Aaron (OLP) <(b) (6)>
Cc: ED Exec Sec <EDExecSec@ed.gov>; Trainor, Craig <Craig.Trainor@ed.gov>; Hernandez, Rafael <Rafael.Hernandez@ed.gov>; DOJ Clearance Requests (OLP) <(b) (6)>
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61981.1

From: "Haviland, Aaron (OLP)" <(b) (6) [redacted]>
Cc: "DOJ Clearance Requests (OLP)" <(b) (6) [redacted]>
Bcc: "FTCExecSEc@ftc.gov" <FTCExecSEc@ftc.gov>, "fdaexecsec@fda.hhs.gov" <fdaexecsec@fda.hhs.gov>, "(b)(6) per DOC [redacted]@doc.gov" <(b)(6) per DOC [redacted]@doc.gov>, "HHSExecSec@hhs.gov" <HHSExecSec@hhs.gov>, (b)(6), (b)(7)(C) per DHS [redacted], (b)(6) per State [redacted]@state.gov" <(b)(6) per State [redacted]@state.gov>, "DOIExecSec@ios.doi.gov" <DOIExecSec@ios.doi.gov>, "ExecSecStaff@treasury.gov" <ExecSecStaff@treasury.gov>, "TreasExecSec@treasury.gov" <TreasExecSec@treasury.gov>, "Correspondence@treasury.gov" <Correspondence@treasury.gov>, "DOTExecSec@dot.gov" <DOTExecSec@dot.gov>, "VAExecSec@va.gov" <VAExecSec@va.gov>, "rcc@cdc.gov" <rcc@cdc.gov>, "CDCExecSec@cdc.gov" <CDCExecSec@cdc.gov>, "cvu0@cdc.gov" <cvu0@cdc.gov>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Thu, 08 May 2025 18:35:19 -0400
Importance: Normal
Attachments: EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf; EO_14281_Spreadsheet.xlsb

---

Good evening,

Following up to see if your department or agency has anything to report on existing regulations, rules, or orders that impose disparate-impact liability or similar requirements, as required by Section 5(b) of EO 14281. Please send us your report as soon as possible or confirm that you have nothing to report.

Thank you,

Office of Legal Policy
Department of Justice

From: Haviland, Aaron (OLP)
Sent: Monday, April 28, 2025 8:09 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6) [redacted]>
Subject: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61862.1

From: "Haviland, Aaron (OLP)" <(b) (6)>
To: "Matar, Sara (ATR)" <(b) (6)>, "Hall, Emily (CIV)" <(b) (6)>, "Stout, Abigail (CIV)" <(b) (6)>, "Zandi, Matt (CRT)" <(b) (6)>, "Suarez, Sophia (CRM)" <(b) (6)>, "Heminger, Justin (ENRD)" <(b) (6)>, "(b)(6) per ENRD (ENRD)" <(b) (6)>
Cc: "DOJ Clearance Requests (OLP)" <(b) (6)>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Thu, 08 May 2025 18:39:55 -0400
Importance: Normal
Attachments: EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf; EO_14281_Spreadsheet.xlsb

---

Good evening,

Following up to see if your DOJ offices have anything to report on existing regulations, rules, or orders that impose disparate-impact liability or similar requirements, as required by Section 5(b) of EO 14281. Please send us your report as soon as possible or confirm that you have nothing to report.

Thank you,

Office of Legal Policy
Department of Justice

From: Haviland, Aaron (OLP)
Sent: Monday, April 28, 2025 8:09 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61862.1

From: "Constantine, Peter (OST)" <Peter.Constantine@dot.gov>
To: (b)(6) DOJ Clearance Requests
Cc: (b)(6) Aaron Haviland, "Cialeo, Christopher (OST)" <christopher.cialeo@dot.gov>, "Kuhn, Alana (OST)" <alana.kuhn@dot.gov>
Subject: [EXTERNAL] EO 14281 Information Request - U.S. DOT response
Date: Fri, 09 May 2025 07:19:59 -0400
Importance: Normal
Attachments: DOT_EO14281_data_spreadsheet.xlsb

Please find attached the U.S. Department of Transportation's response to DOJ's data request regarding E.O. 14281. Please contact me if you have questions or need additional information.

Peter Constantine
Assistant General Counsel for General Law
Office of General Counsel (C10)
U.S. Department of Transportation
1200 New Jersey Ave., SE
Washington, DC 20590
C: 202-658-9670

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From: "Pope Alley, Rebeccann (CDC/OD/OCS)" <xml4@cdc.gov>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Cc: "DOJ Clearance Requests (OLP)" <(b) (6)>, CDC Review Clear Coordinator <rcc@cdc.gov>, "OCS PPCA (CDC)" <ppca@cdc.gov>
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Fri, 09 May 2025 08:59:43 -0400
Importance: Normal

Good morning,

HHS is compiling the response for all of its operating divisions. CDC has nothing to report.

Thank you,
Becca

_____
Rebeccann Pope Alley

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Thursday, May 8, 2025 6:35 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Duplicative Information - See Document ID #61974.1

From: "Steel, Megan (HHS/IOS)" <Megan.Steel@hhs.gov>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Cc: "DOJ Clearance Requests (OLP)" <(b) (6)>, OS HHSExecSec <HHSExecSec@hhs.gov>
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Fri, 09 May 2025 09:16:18 -0400
Importance: Normal

Hi Aaron,

FYSA HHS is in the process of finalizing our response.

Thank you!

Megan

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Thursday, May 8, 2025 6:35 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61974.1

From: "Bandy, Bikram" <(b)(6) per FTC @ftc.gov>
To: (b)(6) DOJ Clearance Requests
Cc: (b)(6) Aaron Haviland
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Fri, 09 May 2025 14:11:20 -0400
Importance: Normal

The Federal Trade Commission has nothing to report. Thanks.

Bikram Bandy
Deputy General Counsel for Legal Counsel
Federal Trade Commission | Office of General Counsel
600 Pennsylvania Ave., NW
Washington, DC 20580
(b)(6) per FTC @ftc.gov | (b)(6) per FTC

From: Haviland, Aaron (OLP) <(b) (6) >
Sent: Thursday, May 8, 2025 6:35 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6) >
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

You don't often get email from (b)(6) Aaron Haviland Learn why this is important

Duplicative Information - See Document ID #61974.1

From: "SBAExecSec@sba.gov" <SBAExecSec@sba.gov>
To: "Haviland, Aaron (OLP)" <(b) (6) >
Cc: "DOJ Clearance Requests (OLP)" <(b) (6) >,
"SBAExecSec@sba.gov" <SBAExecSec@sba.gov>
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Fri, 09 May 2025 14:15:56 -0400
Importance: Normal
Inline-Images: image001.jpg

Good afternoon.

Our Office of General Counsel confirmed that SBA does not have any existing consent judgments and permanent injunctions that rely on theories of disparate-impact liability.

Thank you.

Office of Executive Secretariat
U.S. Small Business Administration
Tel: (202) 205.6608



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---

From: Haviland, Aaron (OLP) <(b) (6) >
Sent: Thursday, May 8, 2025 6:29 PM
To: SBAExecSec@sba.gov
Cc: DOJ Clearance Requests (OLP) <(b) (6) >
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

CAUTION [External] - The sender of this message is external to the SBA network. Please use care when clicking on links and responding with sensitive information. Report suspicious emails using the "Report Message" option in Outlook".

Duplicative Information - See Document ID #61974.1

From: "Matar, Sara (ATR)" <(b) (6)>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Fri, 09 May 2025 14:50:22 -0400
Importance: Normal

Hi Aaron – My apologies for the delay but we have nothing to report.

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Thursday, May 8, 2025 6:40 PM
To: Matar, Sara (ATR) <(b) (6)>; Hall, Emily (CIV) <(b) (6)>; Stout, Abigail (CIV) <(b) (6)>; Zandi, Matt (CRT) <(b) (6)>; Suarez, Sophia (CRM) <(b) (6)>; Heminger, Justin (ENRD) <(b) (6)>; (b)(6) per ENRD (ENRD) <(b) (6)>
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61835.1

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Braniff, Andrew (CRT)" <(b) (6)>, "Geissler, Jonas (CRT)" <(b) (6)>, "Zandi, Matt (CRT)" <(b) (6)>
Cc: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14281 - Restoring Equality of Opportunity and Meritocracy
Date: Fri, 09 May 2025 15:33:50 -0400
Importance: Normal
Attachments: Executive_Order_tracker_5.05.25.xlsx

Thanks, Andrew. Yes, morning, if possible, would be better to give us time to get things out the door (just knowing how long it takes to shepherd things through the building).

I've also attached the version of the EO tracker that ODAG sent around on Monday.

From: Braniff, Andrew (CRT) <(b) (6)>
Sent: Friday, May 9, 2025 3:30 PM
To: Schilling, Nicholas (OLP) <(b) (6)>; Geissler, Jonas (CRT) <(b) (6)>; Zandi, Matt (CRT) <(b) (6)>
Cc: Haviland, Aaron (OLP) <(b) (6)>
Subject: RE: EO 14281 - Restoring Equality of Opportunity and Meritocracy

That's a good plan. I shared a sample report (on the DEI EO) with Aaron today and suggested we speak at 3:30 pm on Monday to sync up our products, maybe decide on a TOC and order for the report. But I can move our section forward and send something to this email chain on Monday morning if that s better.

Also, if there is anyway I could get access to the product you mention in your email:" EO project tracker to components, which designated CRT as handling Section 6 and 7 of the report and OLP handling Sections 3, 4, and 5." It sure would be nice to see exactly what we are and aren't responsible for.

From: Schilling, Nicholas (OLP) <(b) (6)>
Sent: Friday, May 9, 2025 3:18 PM
To: Geissler, Jonas (CRT) <(b) (6)>; Zandi, Matt (CRT) <(b) (6)>
Cc: Haviland, Aaron (OLP) <(b) (6)>; Braniff, Andrew (CRT) <(b) (6)>
Subject: RE: EO 14281 - Restoring Equality of Opportunity and Meritocracy

Good afternoon, Jonas and Matt,

I learned today that Aaron Haviland (OLP) and Andrew Braniff (CRT) connected about section 5 of this EO. After I sent the below email in April, Jordan Fox (ODAG COS) sent out the EO project tracker to components, which designated CRT as handling Section 6 and 7 of the report and OLP handling Sections 3, 4, and 5.

It sounds like perhaps Andrew and his team have been working on Section 5 as well. Do you have any guidance on how you'd like us to sync up for purposes of finalizing the report? Given that we need to get this into ExecSec for leadership review by early next week, my suggestion would be that OLP receive whatever CRT has by Monday morning so that we can input it into the report for leadership. Our AAG will review Monday afternoon and then it will go to ODAG and OASG for clearance.

Let me know if you all have different thoughts. Happy to discuss.

Nicholas

Nicholas Schilling Jr.
U.S. Department of Justice
Office of Legal Policy, Chief of Staff
(b) (6)
Cell: (b) (6)

From: Schilling, Nicholas (OLP)
Sent: Monday, April 28, 2025 9:21 AM
To: Geissler, Jonas (CRT) <(b) (6)>; Zandi, Matt (CRT) <(b) (6)>
Cc: Haviland, Aaron (OLP) <(b) (6)>
Subject: EO 14281 - Restoring Equality of Opportunity and Meritocracy

Duplicative Information - See Document ID #61904.1

Executive Order	Date	Report?	Deadline to comply with EO	Due Date	Component Assigned	ODAG POC

Removed per scoping agreement

Restoring Equality of Opportunity and Meritocracy	4/23/2025	Yes	30 days; 45 days; 90 days	5/23/2025; 6/7/2025; 7/22/2025	OLP (sections 3, 4, 5) CRT (sections 6, 7)	McDonald/Jag/Bhirud

Removed per scoping agreement

From: "Braniff, Andrew (CRT)" <(b) (6) >
To: "Bhirud, Ketan (ODAG)" <(b) (6) >, "Henricks, Aaron (ODAG)" <(b) (6) >
Cc: "Whitaker, Henry (OAG)" <(b) (6) >
Subject: RE: [EO 14281] Disparate Impact Letter to Department of Justice from Harmeet
Date: Fri, 09 May 2025 15:35:09 -0400
Importance: Normal
Attachments: RegulationsGuidance.Dispa.Impact.5.6.25.agb.new_.docx; bostock_memo.AG2.12.2025.pdf

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Based on our call with the WH yesterday, I edited the one pager to focus on (b) (5) . If it looks good to you I will send to Harmeet.

I am sure you will see this again before it is issued and they may have edits in the CRT FO.

From: Braniff, Andrew (CRT)
Sent: Wednesday, May 7, 2025 2:28 PM
To: Bhirud, Ketan (ODAG) <(b) (6) >; Henricks, Aaron (ODAG) <(b) (6) >
Cc: Whitaker, Henry (OAG) <(b) (6) >
Subject: FW: [EO 14281] Disparate Impact Letter to Department of Justice from Harmeet

Duplicative Information - See Document ID #61040.1

From: "Braniff, Andrew (CRT)" <(b) (6)>
To: "Schilling, Nicholas (OLP)" <(b) (6)>, "Geissler, Jonas (CRT)" <(b) (6)>, "Zandi, Matt (CRT)" <(b) (6)>
Cc: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14281 - Restoring Equality of Opportunity and Meritocracy
Date: Fri, 09 May 2025 15:36:31 -0400
Importance: Normal

DOUBLE THANKS!

Ok I will send over our CRT stuff on Monday morning, but I will keep the 3:30 call with OLP so we can discuss the product. I'll add you and the CRT FO team to it, but no need to attend if you have other stuff on your calendar.

From: Schilling, Nicholas (OLP) <(b) (6)>
Sent: Friday, May 9, 2025 3:34 PM
To: Braniff, Andrew (CRT) <(b) (6)>; Geissler, Jonas (CRT) <(b) (6)>; Zandi, Matt (CRT) <(b) (6)>
Cc: Haviland, Aaron (OLP) <(b) (6)>
Subject: RE: EO 14281 - Restoring Equality of Opportunity and Meritocracy

Duplicative Information - See Document ID #26011.1

From: "Braniff, Andrew (CRT)" <(b) (6)>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Fri, 09 May 2025 16:15:21 -0400
Importance: Normal
Attachments: RegulationsGuidance.Dispa.Impact.5.6.25.agb.new_.docx

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Here is the current draft guidance for DOJ that we have put together.

I am still putting together the (b)(5) per CR stuff and that may not be done by Monday am for (b)(5) per CRT, but we can keep filling in as we go along.

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Friday, May 9, 2025 3:58 PM
To: Braniff, Andrew (CRT) <(b) (6)>
Subject: FW: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Andrew,

Great connecting with you earlier and thanks for reaching out!

In case you need it, I wanted to forward you as soon as possible the template spreadsheet I have been using to collect data from the other federal agencies and DOJ components. So far, I have received input from CFPB, EEOC, the Department of Education, the Department of Transportation, GSA, DOJ EOUSA, DOJ OJP, and DOJ OVW. HHS, EPA, and USDA are still working through their regulations and guidance documents, but they should be getting me something by Monday. A few other departments, agencies, and DOJ offices (including FTC, DOD, SBA, and the FBI) have confirmed that they have nothing to report.

I am currently combining all the submissions into one master spreadsheet, which should mostly follow the attached format. As discussed, I will send you a copy as soon as possible.

Aaron

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Haviland, Aaron (OLP)
Sent: Thursday, May 8, 2025 6:40 PM
To: Matar, Sara (ATR) <(b) (6)>; Hall, Emily (CIV) <(b) (6)>; Stout, Abigail (CIV) <(b) (6)>; Zandi, Matt (CRT) <(b) (6)>; Suarez, Sophia (CRM) <(b) (6)>; Heminger, Justin (ENRD) <(b) (6)>; (b)(6) per ENRD (ENRD) <(b) (6)>
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61835.1

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Bhirud, Ketan (ODAG)" <(b) (6)>, "Braniff, Andrew (CRT)" <(b) (6)>, "Henricks, Aaron (ODAG)" <(b) (6)>
Cc: "Whitaker, Henry (OAG)" <(b) (6)>
Subject: RE: [EO 14281] Disparate Impact Letter to Department of Justice from Harmeet
Date: Mon, 12 May 2025 09:04:05 -0400
Importance: Normal

Thanks, Ketan; I believe that Andrew connected with Aaron Haviland in OLP after sending these emails last week.

OLP has been working since the EO was signed to collect responsive information from DOJ components and external agencies (as required by the EO). Andrew and Aaron are talking today to ensure that CRT's submission is included in the report.

From: Bhirud, Ketan (ODAG) <(b) (6)>
Sent: Monday, May 12, 2025 9:01 AM
To: Braniff, Andrew (CRT) <(b) (6)>; Henricks, Aaron (ODAG) <(b) (6)>
Cc: Whitaker, Henry (OAG) <(b) (6)>; Schilling, Nicholas (OLP) <(b) (6)>
Subject: RE: [EO 14281] Disparate Impact Letter to Department of Justice from Harmeet

This seems fine to me. Just make sure to have someone proofread before finalizing. I'm adding Nicholas Schilling from OLP in case he can help you find anything that previous administrations have put out (letters memos etc.) regarding enforcing disparate impact under Title VI or VII, ADA, the VRA, FHA, etc.

Best,

Ketan Bhirud
Associate Deputy Attorney General
U.S. Department of Justice

From: Braniff, Andrew (CRT) <(b) (6)>
Sent: Wednesday, May 7, 2025 2:28 PM
To: Bhirud, Ketan (ODAG) <(b) (6)>; Henricks, Aaron (ODAG) <(b) (6)>
Cc: Whitaker, Henry (OAG) <(b) (6)>
Subject: FW: [EO 14281] Disparate Impact Letter to Department of Justice from Harmeet

Duplicative Information - See Document ID #61040.1

From: "Braniff, Andrew (CRT)" <(b) (6)>
To: "Schilling, Nicholas (OLP)" <(b) (6)>, "Geissler, Jonas (CRT)" <(b) (6)>, "Zandi, Matt (CRT)" <(b) (6)>
Cc: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14281 - Restoring Equality of Opportunity and Meritocracy
Date: Mon, 12 May 2025 10:20:12 -0400
Importance: Normal
Attachments: Ending_Disparate_Impact_CRt_RTeport_5.12.docx

Here's what I got so far. Nothing in the (b) (5) section but I do have two PASS staff working on that and will report back as soosn as possible.

From: Schilling, Nicholas (OLP) <(b) (6)>
Sent: Friday, May 9, 2025 3:34 PM
To: Braniff, Andrew (CRT) <(b) (6)>; Geissler, Jonas (CRT) <(b) (6)>; Zandi, Matt (CRT) <(b) (6)>
Cc: Haviland, Aaron (OLP) <(b) (6)>
Subject: RE: EO 14281 - Restoring Equality of Opportunity and Meritocracy

Duplicative Information - See Document ID #26011.1

From: "DeLorenz, Chris (ODAG)" <(b) (6) >
To: "Bhirud, Ketan (ODAG)" <(b) (6) >
Cc: "Singh, Aakash (ODAG)" <(b) (6) >
Subject: RE: [EO 14281] Question from EOUSA about EO 14281
Date: Mon, 12 May 2025 10:51:29 -0400
Importance: Normal

Aakash and I are good with this as well.

From: Bhirud, Ketan (ODAG) <(b) (6) >
Sent: Friday, May 9, 2025 2:31 PM
To: Braniff, Andrew (CRT) <(b) (6) >; Singh, Aakash (ODAG) <(b) (6) >; DeLorenz, Chris (ODAG) <(b) (6) >
Subject: RE: [EO 14281] Question from EOUSA about EO 14281

I'm good with this, but I need Aakash or Chris to clear (and maybe help).

Best,

Ketan Bhirud
Associate Deputy Attorney General
U.S. Department of Justice

From: Braniff, Andrew (CRT) <(b) (6) >
Sent: Thursday, May 8, 2025 2:20 PM
To: Bhirud, Ketan (ODAG) <(b) (6) >
Subject: RE: [EO 14281] Question from EOUSA about EO 14281

Ketan, I've highlighted below the "ask" of USAO civil chiefs that I would like to send to Robbie Monteleone if ok, we may tweak the language slightly, but this will really help with the report:

Civil Chiefs,
On April 23, 2025 the President issued Executive Order 14281 Restoring Equality of Opportunity and Meritocracy which, in part requires within 30 days, a report on further regulations requiring rescission and replacement. As background information the report requires a summary of:

> (i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and
> (ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.

(b)(5) per CRT

(b)(5) per CRT

The order also states that "within 45 days" the "the Attorney General … shall assess all pending investigations, civil suits, or positions taken in ongoing matters under every Federal civil rights law within their respective jurisdictions laws prohibiting unfair, deceptive, or abusive acts or practices shall evaluate all pending proceedings that rely on theories of disparate-impact liability and take appropriate action with respect to such matters consistent with the policy of this order." Please note that the Department will be (b)(5) per CRT

From: Monteleone, Robby (USAEO) <(b)(6), (b)(7)(C) per EOUSA>
Sent: Thursday, May 8, 2025 1:13 PM
To: Braniff, Andrew (CRT) <(b) (6) >
Cc: Warner, Mac (CRT) <(b) (6) >
Subject: RE: [EO 14281] Question from EOUSA about EO 14281

Thanks – I will give you a call now.

From: Braniff, Andrew (CRT) <(b) (6) >
Sent: Thursday, May 8, 2025 1:10 PM
To: Monteleone, Robby (USAEO) <(b)(6), (b)(7)(C) per EOUSA>
Cc: Warner, Mac (CRT) <(b) (6) >
Subject: RE: [EO 14281] Question from EOUSA about EO 14281

Im free till 2 then after 4:30 pm.

From: Monteleone, Robby (USAEO) <(b)(6), (b)(7)(C) per EOUSA>
Sent: Thursday, May 8, 2025 1:03 PM
To: Braniff, Andrew (CRT) <(b) (6) >
Cc: Warner, Mac (CRT) <(b) (6) >
Subject: RE: [EO 14281] Question from EOUSA about EO 14281

Good morning,
Could we set up a meeting to discuss?
Thanks,
Robby

From: Braniff, Andrew (CRT) <(b) (6) >
Sent: Thursday, May 8, 2025 9:49 AM
To: Monteleone, Robby (USAEO) <(b)(6), (b)(7)(C) per EOUSA>
Cc: Warner, Mac (CRT) <(b) (6) >; Braniff, Andrew (CRT) <(b) (6) >
Subject: [EO 14281] Question from EOUSA about EO 14281

We are going to (b)(5) per CRT

(b)(5) per CRT

Civil Chiefs,
On April 23, 2025 the President issued Executive Order 14281 Restoring Equality of Opportunity and Meritocracy which, in part requires within 30 days, a report on further regulations requiring rescission and replacement- including:

(i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and
(ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.

In addition:

(b) [T] the Attorney General … shall assess all pending investigations, civil suits, or positions taken in ongoing matters under every Federal civil rights law within their respective jurisdictions laws prohibiting unfair, deceptive, or abusive acts or practices shall evaluate all pending proceedings that rely on theories of disparate-impact liability and take appropriate action with respect to such matters consistent with the policy of this order.

By TUESDAY MAY 13, 2023, please send to Robby Monteleone and Andrew Braniff (cc'd) in the DOJ CRT front office (b)(5) per CRT

[redacted]

From: Monteleone, Robby (USAEO) <(b)(6), (b)(7)(C) per EOUSA>
Sent: Friday, May 2, 2025 10:12 AM
To: Braniff, Andrew (CRT) <(b) (6) >
Subject: RE: Question from EOUSA about EO 14281

Hi Andy,
Just following up to see if we can discuss soon. In particular, my FO would like to know if CRT plans to issue any guidance on the topic.
Thanks,
Robby

From: Geissler, Jonas (CRT) <(b) (6) >
Sent: Wednesday, April 30, 2025 11:35 AM
To: Braniff, Andrew (CRT) <(b) (6) >
Cc: Monteleone, Robby (USAEO) <(b)(6), (b)(7)(C) per EOUSA>
Subject: FW: Question from EOUSA about EO 14281

Andy:

I just spoke briefly with Robby—whom I understand you know. She is the EOUSA POC for civil-rights-related EOS (except human trafficking).

Could you please reach out to Bobby to inform her if there is any role you anticipate for USAOs in the disparate impact work plan that you are developing?

Thanks.

- Jonas

From: Monteleone, Robby (USAEO) < >
Sent: Wednesday, April 30, 2025 10:09 AM
To: Geissler, Jonas (CRT) <(b) (6)>
Subject: RE: Question from EOUSA about EO 14281

Yes, of course. My number is (b)(6), (b)(7)(C) per EOUSA.

From: Geissler, Jonas (CRT) <(b) (6)>
Sent: Wednesday, April 30, 2025 10:08 AM
To: Monteleone, Robby (USAEO) <(b)(6), (b)(7)(C) per EOUSA>
Subject: RE: Question from EOUSA about EO 14281

Sorry, I am on another meeting right now. May I call you when I'm done,

From: Monteleone, Robby (USAEO) <(b)(6), (b)(7)(C) per EOUSA>
Sent: Wednesday, April 30, 2025 10:07 AM
To: Geissler, Jonas (CRT) <(b) (6)>
Cc: Stevens, Karen L (CRT) <(b) (6)>; Douglas, Joshua (CRT) <(b) (6)>
Subject: RE: Question from EOUSA about EO 14281

Thank you Jonas, I will give you a call shortly.
And thanks you Karen for making the connection.
Best,
Robby

From: Geissler, Jonas (CRT) <(b) (6)>
Sent: Tuesday, April 29, 2025 6:54 PM
To: Monteleone, Robby (USAEO) <(b)(6), (b)(7)(C) per EOUSA>
Cc: Stevens, Karen L (CRT) <(b) (6)>; Douglas, Joshua (CRT) <(b) (6)>
Subject: FW: Question from EOUSA about EO 14281

Robby:

Feel free to give me a call on the EO. We'll issue spot and figure out the path forward.

Thanks.

- Jonas, Senior Counsel OAAG

DOJ Cell: (b) (6)

From: Stevens, Karen L (CRT) <(b) (6)>
Sent: Tuesday, April 29, 2025 12:21 PM
To: Geissler, Jonas (CRT) <(b) (6)>
Cc: Douglas, Joshua (CRT) <(b) (6)>
Subject: Question from EOUSA about EO 14281

Jonas,

Robby Monteleone in EOUSA, the national civil rights coordinator, has been asked by EOUSA's front office if CRT has a working group for implementation of EO 14281, RESTORING EQUALITY OF OPPORTUNITY AND

MERITOCRACY (April 23, 2025). Is there a response or POC in the front office that I can share with her for EOUSA to follow up with this afternoon?

Thanks,
Karen

Karen L. Stevens | Senior Counsel
Coordinator, U.S. Attorney Civil Enforcement and International Programs
Civil Rights Division | U.S. Department of Justice
Mobile: (b) (6) | (b) (6)
www.justice.gov/hatecrimes

From: Monteleone, Robby (USAEO) < >
Sent: Tuesday, April 29, 2025 10:32 AM
To: Stevens, Karen L (CRT) <(b) (6) >
Subject: RE: Disparate Impact

Thanks. My FO has asked me to follow up on this, so sooner rather than later would be helpful.

From: Stevens, Karen L (CRT) <(b) (6) >
Sent: Tuesday, April 29, 2025 9:46 AM
To: Monteleone, Robby (USAEO) <(b)(6), (b)(7)(C) per EOUSA>
Subject: RE: Disparate Impact

Checking with Josh, who is tracking EO implementation for the Division.

From: Monteleone, Robby (USAEO) <(b)(6), (b)(7)(C) per EOUSA>
Sent: Tuesday, April 29, 2025 9:40 AM
To: Stevens, Karen L (CRT) <(b) (6) >
Subject: Disparate Impact

Karen,
Does CRT have a working group on the EO on Restoring Equality of Opportunity and Meritocracy?
Thanks,
Robby

Robyn-Marie Lyon Monteleone
National Civil Rights Coordinator
Legal Programs, Executive Office For United States Attorneys
(b)(6), (b)(7)(C) per EOUSA | (b)(6), (b)(7)(C) per EOUSA

From: "Braniff, Andrew (CRT)" <(b) (6)>
To: "Schilling, Nicholas (OLP)" <(b) (6)>, "Geissler, Jonas (CRT)" <(b) (6)>, "Zandi, Matt (CRT)" <(b) (6)>
Cc: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14281 - Restoring Equality of Opportunity and Meritocracy
Date: Mon, 12 May 2025 10:51:47 -0400
Importance: Normal
Attachments: Ending_Disparate_Impact_CRt_RTeport_5.12.vs1.docx

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Fyi please use this one. Ill come back to it after an 11 am meeting.

I've added (b) (5) and expanded on the text.

From: Braniff, Andrew (CRT)
Sent: Monday, May 12, 2025 10:20 AM
To: Schilling, Nicholas (OLP) <(b) (6)>; Geissler, Jonas (CRT) <(b) (6)>; Zandi, Matt (CRT) <(b) (6)>
Cc: Haviland, Aaron (OLP) <(b) (6)>
Subject: RE: EO 14281 - Restoring Equality of Opportunity and Meritocracy

Duplicative Information - See Document ID #61842.1

From: "Linden, Ralph - OGC, DC" <Ralph.Linden@usda.gov>
To: (b)(6) DOJ Clearance Requests
Cc: (b)(6) Aaron Haviland
Subject: [EXTERNAL] EO 14281 Information Request
Date: Mon, 12 May 2025 13:24:20 -0400
Importance: Normal
Attachments: Copy_of_SLF_Table_5-12-25_final.xlsx
Inline-Images: image001.png

Mr. Haviland:

Attached is the submission from the Department of Agriculture (USDA) with respect to the directions set forth in Executive Order 14281. I will be submitting a similar notification to the Office of Management and Budget this week in response to Executive Order 14219. (b)(5) per USDA

Please feel free to contact me at (b)(6) per USDA.

Ralph Linden
Acting General Counsel
Principal Deputy General Counsel

United States Department of Agriculture
1400 Independence Ave. SW,
Washington, DC 20250
Cell (b)(6) per USDA

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From: "Blackwell, Juliana" <(b)(6), (b)(7)(C) per DHS >
To: "DOJ Clearance Requests (OLP)" <(b) (6) >
Cc: (b)(6) Aaron Haviland , "WHITAKER, ANDREW" <(b)(6), (b)(7)(C) per DHS >
Subject: [EXTERNAL] EO 14281 Information Request
Date: Mon, 12 May 2025 14:47:33 -0400
Importance: Normal
Attachments: 05.08.2025_-_DOJ_-_EO_14281_Section_5(b)_RFI_-_DHS_Response.xlsb

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Good Afternoon,

Attached is DHS's response to the below request.

Please let us know if you have questions.

Best,
JJ

Juliana J. Blackwell
Office of the Executive Secretary
Department of Homeland Security
Phone: (b)(6), (b)(7)(C) per DHS
Cell: (b)(6), (b)(7)(C) per DHS

From: Haviland, Aaron (OLP) <(b) (6) >
Sent: Thursday, May 8, 2025 6:35 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6) >
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

This email is from an external US Government agency.

Duplicative Information - See Document ID #61974.1

From: "Torres Soto, Elissa" <TorresSoto.Elissa@epa.gov>
To: (b)(6) DOJ Clearance Requests
Cc: (b)(6) Aaron Haviland, "Serassio, Helen" <Serassio.Helen@epa.gov>, "Fisher, Bethany" <fisher.bethany@epa.gov>, "Wilson, Adam" <wilson.adam@epa.gov>
Subject: [EXTERNAL] E.O. 14281 Information Request -USEPA
Date: Mon, 12 May 2025 15:26:25 -0400
Importance: Normal
Attachments: U.S._EPA_EO_14281_Spreadsheet.xlsb
Inline-Images: image001.jpg

Good afternoon,

I am providing U.S. EPA's preliminary list of items covered under Section 5(b) of E.O. 14281 in response to DOJ's data call. We may submit a finalized version of this list on Wednesday if necessary to encompass items identified after today's submittal.

Please let me know if you have any questions.

Best regards,

Elissa Torres-Soto
Attorney Adviser
Cross-Cutting Issues Law Office
Office of General Counsel
Phone (202) 564-3287
Email torressoto.elissa@epa.gov

From: "Braniff, Andrew (CRT)" <(b) (6)>
To: "Schilling, Nicholas (OLP)" <(b) (6)>, "Haviland, Aaron (OLP)" <(b) (6)>
Cc: "Geissler, Jonas (CRT)" <(b) (6)>, "Zandi, Matt (CRT)" <(b) (6)>
Subject: RE: EO 14281 - Restoring Equality of Opportunity and Meritocracy
Date: Mon, 12 May 2025 17:39:51 -0400
Importance: Normal
Attachments: Ending_Disparate_Impact_CRt_RTeport_5.12.vs1.docx

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As promised Aaron,

Please find attached updated report with (b)(5) per CRT added to (b)(5) per CRT and page added to (b)(5) per CRT.

Please call or email me tomorrow with anything. We are still compiling our list of (b)(5) per CRT.

Andy

From: Braniff, Andrew (CRT)
Sent: Monday, May 12, 2025 10:20 AM
To: Schilling, Nicholas (OLP) <(b) (6)>; Geissler, Jonas (CRT) <(b) (6)>; Zandi, Matt (CRT) <(b) (6)>
Cc: Haviland, Aaron (OLP) <(b) (6)>
Subject: RE: EO 14281 - Restoring Equality of Opportunity and Meritocracy

Duplicative Information - See Document ID #61842.1

From: "Haviland, Aaron (OLP)" <[redacted]>
To: "Schilling, Nicholas (OLP)" <[redacted]>
Subject: EO 14821 - Restoring Equality of Opportunity and Meritocracy
Date: Mon, 12 May 2025 21:34:07 -0400
Importance: Normal
Attachments: EO_14281_-_Action_Memo_-_DRAFT_05.12.2025.docx; EO_14281_-_AG_Transmittal_-_DRAFT_05.12.2025.docx; EO_14281_-_Appendix_-_DRAFT_05.12.2025_B.xlsb; EO_14281_-_Report_-_DRAFT_05.12.2025.docx

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Very, very rough first draft of the report attached.

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
[redacted]
Cell: [redacted]

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14821 - Restoring Equality of Opportunity and Meritocracy
Date: Tue, 13 May 2025 09:18:26 -0400
Importance: Normal
Attachments: Report_Cover_Page.docx; EO_14281_-_Action_Memo_-_DRAFT_05.12.2025.njs.docx; EO_14281_-_Report_-_DRAFT_05.12.2025.njs.docx

---

Nice work.

- Report: Edits and comments on the report in the attached. I've also attached template cover page that you can use for the report.
- AG Letter: Looks good. There is a stray "t" after "Policy" in the cc line at the bottom.
- Action memo: some edits attached.
- Appendix: I think we will transmit the Appendix with the report and is in good shape. We will just need to PDF it, put a cover page on it identifying it as Appendix A, and add headers and page numbers.

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Monday, May 12, 2025 9:34 PM
To: Schilling, Nicholas (OLP) <(b) (6)>
Subject: EO 14821 - Restoring Equality of Opportunity and Meritocracy

Very, very rough first draft of the report attached.

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: "Steel, Megan (HHS/IOS)" <Megan.Steel@hhs.gov>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Cc: to <(b)(6) DOJ Clearance Requests>
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Tue, 13 May 2025 09:19:17 -0400
Importance: Normal
Attachments: draft_EO_14281_Spreadsheet_OCR_5.07.25_552pm_EST.xlsb; guidance-med-schools-dear-colleague-letter.pdf; ocr-dcl-section-1557-language-access.pdf; ocr-dcl-section-1557-artificial-intelligence.pdf; ocr-dcl-section-1557-artificial-intelligence(1).pdf

---

Good morning, Aaron,

My sincere apologies for HHS's delayed response; please see attached. HHS/OCR includes some DCLs that are referenced in the spreadsheet.

Thank you for your patience. Best,

Megan

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Monday, April 28, 2025 8:09 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61862.1

From: "Haviland, Aaron (OLP)" <(b) (6) >
To: "ExecSec" <ExecSec@hud.gov>
Cc: "DOJ Clearance Requests (OLP)" <(b) (6) >
Subject: RE: <External Message> EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Tue, 13 May 2025 10:23:42 -0400
Importance: Normal
Attachments: EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf; EO_14281_Spreadsheet.xlsb

---

Good morning,

Following up one final time to see if your department has anything to report on existing regulations, rules, or orders that impose disparate-impact liability or similar requirements, as required by Section 5(b) of EO 14281. Please send us your report as soon as possible or confirm that you have nothing to report. Department of Justice leadership will begin reviewing this report today. Therefore, any submissions received after **2 PM ET today** will not be considered.

Thank you,
Office of Legal Policy

From: Haviland, Aaron (OLP)
Sent: Thursday, May 8, 2025 6:23 PM
To: ExecSec <ExecSec@hud.gov>
Cc: DOJ Clearance Requests (OLP) <(b) (6) >
Subject: RE: <External Message> EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61853.1

From: "Haviland, Aaron (OLP)" <(b) (6)>
To: "ExecSec, DOL" <ExecSecDOL@dol.gov>
Cc: "DOJ Clearance Requests (OLP)" <(b) (6)>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Tue, 13 May 2025 10:25:02 -0400
Importance: Normal
Attachments: EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf; EO_14281_Spreadsheet.xlsb

---

Good morning,

Following up one final time to see if your department has anything to report on existing regulations, rules, or orders that impose disparate-impact liability or similar requirements, as required by Section 5(b) of EO 14281. Please send us your report as soon as possible or confirm that you have nothing to report. Department of Justice leadership will begin reviewing this report today. Therefore, any submissions received after **2 PM ET today** will not be considered.

Thank you,
Office of Legal Policy

From: Haviland, Aaron (OLP)
Sent: Thursday, May 8, 2025 6:25 PM
To: ExecSec, DOL <ExecSecDOL@dol.gov>
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61924.1

From: "Haviland, Aaron (OLP)" <(b) (6)>
Cc: "DOJ Clearance Requests (OLP)" <(b) (6)>
Bcc: "(b)(6) per DOC@doc.gov" <(b)(6) per DOC@doc.gov>, (b)(6) per State@state.gov" <(b)(6) per State@state.gov>, "VAExecSec@va.gov" <VAExecSec@va.gov>, "rcc@cdc.gov" <rcc@cdc.gov>, "CDCExecSec@cdc.gov" <CDCExecSec@cdc.gov>, "cvu0@cdc.gov" <cvu0@cdc.gov>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Tue, 13 May 2025 10:28:27 -0400
Importance: Normal
Attachments: EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf; EO_14281_Spreadsheet.xlsb

---

Good morning,

Following up one final time to see if your department or agency has anything to report on existing regulations, rules, or orders that impose disparate-impact liability or similar requirements, as required by Section 5(b) of EO 14281. Please send us your report as soon as possible or confirm that you have nothing to report. Department of Justice leadership will begin reviewing this report today. Therefore, any submissions received after **2 PM ET today** will not be considered.

Thank you,
Office of Legal Policy

From: Haviland, Aaron (OLP)
Sent: Thursday, May 8, 2025 6:35 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61974.1

From: "Haviland, Aaron (OLP)" <(b) (6) >
Cc: "DOJ Clearance Requests (OLP)" <(b) (6) >
Bcc: "ExecSecStaff@Treasury.gov" <ExecSecStaff@Treasury.gov>, "TreasExecSec@treasury.gov" <TreasExecSec@treasury.gov>, "Correspondence@treasury.gov" <Correspondence@treasury.gov>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Tue, 13 May 2025 10:47:45 -0400
Importance: Normal
Attachments: EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf; EO_14281_Spreadsheet.xlsb

---

Good morning,

Following up one final time to see if your department has anything to report on existing regulations, rules, or orders that impose disparate-impact liability or similar requirements, as required by Section 5(b) of EO 14281. Please send us your report as soon as possible or confirm that you have nothing to report. Department of Justice leadership will begin reviewing this report today. Therefore, any submissions received after **2 PM ET today** will not be considered.

Thank you,
Office of Legal Policy

From: Haviland, Aaron (OLP)
Sent: Thursday, May 8, 2025 6:35 PM
Cc: DOJ Clearance Requests (OLP) <(b) (6) >
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61974.1

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Reitz, Aaron (OLP)" <(b) (6)>
Subject: ODAG-OLP Weekly Agenda
Date: Tue, 13 May 2025 13:20:27 -0400
Importance: Normal
Attachments: DRAFT_ODAG-OLP_Weekly_Agenda_(05.13.2025).docx

Aaron,

Attached is a draft agenda for this week's meeting with the DAG. I have redlined our previous agenda so that you can see the changes.

Nicholas Schilling Jr.
U.S. Department of Justice
Office of Legal Policy, Chief of Staff
(b) (6)
Cell: (b) (6)

ODAG-OLP Weekly Meeting
May 8, 2025

Removed per scoping agreement

2. For DAG awareness

Removed per scoping agreement

b. With OLP:

Removed per scoping agreement

~~ix.~~viii. EO 14281 *Restoring Equality of Opportunity and Meritocracy* (i.e., ending disparate-impact liability): report almost completed; expect to put in ExecSec for ODAG/OAG review by Wed., May 14; due to President on 5/23 ~~early-stage coordination with components~~

From: "TallBear, Jody" <jody.tallbear@hq.doe.gov>
To: (b)(6) Aaron Haviland
Subject: [EXTERNAL] FW: EXTREMELY URGENT: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Tue, 13 May 2025 13:43:40 -0400
Importance: High
Attachments: EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf; EO_14281_Spreadsheet.xlsb
Embedded: PROGRAM_DETERMINATION_-_EXEC-2025-005354_Requests_that_all_executive_departments_and_agencies_provide_a_list_of_existing_regulations_under_EO_14281_"_Restoring_Equality_of_Opportunity_and_Meritocracy"_Response_is_requested_by_2pm_ET_on_May_8,_2025
Inline-Images: image002.png; image003.png; image001.png

Hello Aaron – can you please call me at 202-450-9218 right away regarding this request?

Jody TallBear
Chief, External Civil Rights
Compliance and Enforcement Division

Office of Civil Rights and EEO
Telephone 202.450.9218
Jody.tallbear@hq.doe.gov

CONFIDENTIALITY NOTICE: The information contained in this e-mail may be confidential and legally privileged. It is only for use by the intended recipient. If you are not the intended recipient, you are hereby notified that any disclosure, distribution, or other action taken in regard to the contents of this e-mail is strictly prohibited. If you have received this e-mail in error, please delete the e-mail and notify the sender immediately.

From: Grace-Tardy, Ami <ami.grace-tardy@hq.doe.gov>
Sent: Tuesday, May 13, 2025 12:22 PM
To: TallBear, Jody <jody.tallbear@hq.doe.gov>
Subject: FW: EXTREMELY URGENT: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Importance: High

Jody,

Can you tell me if the three non-discrimination rules that are about to be published meet the EO mandate? Note the short turnaround.

After those three are done, are there other rules or guidance covered by section 5?

Thanks,
Ami

This electronic message transmission contains information which may be confidential or privileged. The information is intended to be for the use of the individual or entity named above. If you have received this electronic transmission in error, please notify the sender immediately.

From: GC Concurrence Actions <gcconcurrenceactions@hq.doe.gov>
Sent: Tuesday, May 13, 2025 11:56 AM
To: Grace-Tardy, Ami <ami.grace-tardy@hq.doe.gov>
Cc: Taggart, David <david.taggart@hq.doe.gov>; Campbell, Joshua <joshua.campbell@hq.doe.gov>; Richards, Jocelyn <jocelyn.richards@hq.doe.gov>; Allen, Brent <brent.allen@hq.doe.gov>; Mahalingappa, Jennifer <jennifer.mahalingappa@hq.doe.gov>; Keokuk, Therese <therese.keokuk@hq.doe.gov>; GC Concurrence Actions <gcconcurrenceactions@hq.doe.gov>
Subject: EXTREMELY URGENT: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Importance: High

Ami,

ES is forwarding DOJ's follow-up email regarding EXEC-2025-005354 (see yellow highlight below). DOJ is following up to inquire if DOE has anything to report on existing regulations, rules, or orders that impose disparate-impact liability or similar requirements, as required by Section 5(b) of EO 14281. They are requesting that we send our report as soon as possible or confirm that we have nothing to report. Department of Justice leadership will begin reviewing this report today. Therefore, any submissions received after **2 PM ET today** will not be considered.

NOTE: I've attached the initial email/incoming from 4/29/25, as a matter of reference.

Thank you,

Gloria

Gloria Vindel

Office of the General Counsel
U.S. Department of Energy
1000 Independence Ave., SW Room 6A-245
Washington, DC 20585
(202) 586-9503 Office
(240) 474-7286 Cell
gloria.vindel@hq.doe.gov

From: Haviland, Aaron (OLP) <(b) (6) >
Sent: Tuesday, May 13, 2025 10:22 AM
To: ES Central <es.central@hq.doe.gov>
Cc: DOJ Clearance Requests (OLP) <(b) (6) >
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Good morning,

Following up one final time to see if your department has anything to report on existing regulations, rules, or orders that impose disparate-impact liability or similar requirements, as required by Section 5(b) of EO 14281. Please send us your report as soon as possible or confirm that you have nothing to report. Department of Justice leadership will begin reviewing this report today. Therefore, any submissions received after **2 PM ET today** will not be considered.

Thank you,
Office of Legal Policy

From: GC Concurrence Actions <gcconcurrenceactions@hq.doe.gov>
Sent: Friday, May 9, 2025 3:29 PM
To: Grace-Tardy, Ami <ami.grace-tardy@hq.doe.gov>
Cc: GC Concurrence Actions <gcconcurrenceactions@hq.doe.gov>; Taggart, David <david.taggart@hq.doe.gov>; Campbell, Joshua <joshua.campbell@hq.doe.gov>; Richards, Jocelyn <jocelyn.richards@hq.doe.gov>; Allen, Brent <brent.allen@hq.doe.gov>; Mahalingappa, Jennifer <jennifer.mahalingappa@hq.doe.gov>; Keokuk, Therese <therese.keokuk@hq.doe.gov>
Subject: FW: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

GC-33,

ES is forwarding DOJ's follow-up email regarding EXEC-2025-005354 (see yellow highlight below).

NOTE: I've attached the initial email/incoming from 4/29/25, as a matter of reference.

Please review and advise.

Thank you,
Therese

U.S. DEPARTMENT of ENERGY

M. Therese Keokuk
Executive Coordinator
Office of the General Counsel
(O) 202.586.5281
(C) 202.412.0994
therese.keokuk@hq.doe.gov

From: ES Central <es.central@hq.doe.gov>
Sent: Friday, May 9, 2025 9:59 AM
To: Vindel, Gloria <gloria.vindel@hq.doe.gov>; GC Concurrence Actions <gcconcurrenceactions@hq.doe.gov>
Cc: ES Central <es.central@hq.doe.gov>
Subject: FW: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Good morning,

We are forwarding DOJ's follow-up regarding EXEC-2025-005354.

U.S. DEPARTMENT of ENERGY
Follow us on social media

Julian Calhoun
Document Management Specialist

Office of the Executive Secretariat

OFFICE 202.586.5230

From: Haviland, Aaron (OLP) <(b) (6) [redacted]>
Sent: Thursday, May 8, 2025 6:19 PM
To: ES Central <es.central@hq.doe.gov>

Cc: DOJ Clearance Requests (OLP) <(b) (6) >
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Good evening,
Following up to see if your department has anything to report concerning any existing regulations, rules, or orders that impose disparate-impact liability, as required by Section 5(b) of EO 14281. Please send us your report as soon as possible or confirm that you have nothing to report.

Thank you,

Office of Legal Policy
Department of Justice

From: ES Central <es.central@hq.doe.gov>
Sent: Tuesday, April 29, 2025 8:13 AM
To: Haviland, Aaron (OLP) <(b) (6) >
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #26644.1

From: GC Concurrence Actions <gcconcurrenceactions@hq.doe.gov>

To: "Grace-Tardy, Ami" <ami.grace-tardy@hq.doe.gov>

Cc: GC Concurrence Actions <gcconcurrenceactions@hq.doe.gov>, "Taggart, David" <david.taggart@hq.doe.gov>, "Keokuk, Therese" <therese.keokuk@hq.doe.gov>, "Campbell, Joshua" <joshua.campbell@hq.doe.gov>, "Richards, Jocelyn" <jocelyn.richards@hq.doe.gov>, "Allen, Brent" <brent.allen@hq.doe.gov>, "Mahalingappa, Jennifer" <jennifer.mahalingappa@hq.doe.gov>

Subject: PROGRAM DETERMINATION - EXEC-2025-005354 Requests that all executive departments and agencies provide a list of existing regulations under EO 14281 " Restoring Equality of Opportunity and Meritocracy" Response is requested by 2pm ET on May 8, 2025

Date: Tue, 29 Apr 2025 10:44:07 -0400

Attachments: EXEC-2025-005354_-_EO_14281_Spreadsheet.xlsb; EXEC-2025-005354_-_incoming_-_Haviland1.pdf; EXEC-2025-005354_Folder_Profile.pdf

---

GC-33,
The attached incoming was assigned to GC as “program determination”. Please review and advise if a response is required.

- **Title:** Email to Heads of Executive Departments and Agencies from Haviland, Aaron (OLP), (b) (6), Office of Legal Policy, Department of Justice
- **Subject:** Requests that all executive departments and agencies provide a list of existing regulations under EO 14281 " Restoring Equality of Opportunity and Meritocracy" Response is requested by 2pm ET on May 8, 2025
- **Received Date:** 4/28/2025
- **Due Date:**
- **PO Due Date:**
- **Source:** FO
- **Action:** Program Determination
- **Assigned To:** GC

Thank you,
Gloria

Gloria Vindel
Office of the General Counsel
U.S. Department of Energy
1000 Independence Ave., SW Room 6A-245
Washington, DC 20585
(202) 586-9503 Office
(240) 474-7286 Cell
gloria.vindel@hq.doe.gov

From: eDOCSAdministrator@hq.doe.gov
Sent: Tuesday, April 29, 2025 9:04 AM
To: GC Concurrence Actions
Cc: eDOCS-Service.Message.Archive
Subject: eDOCS: FOR YOUR ACTION - Program Office Review - EXEC-2025-005354

eDOCS Notification

You have been sent this notification for your ACTION.

Please perform the following tasks: 1). Review attached Case Folder. 2). Follow your program office process related to executive correspondence. 3). Scan and Import all documents related to the case folder (ex. Proposed response or action memorandum, etc). 4). Obtain required program office comments. If Collaboration is needed, please forward task and click assign to choose PO.

- **From:** Calhoun, Julian
- **Control Number:** EXEC-2025-005354
- **Sent To:** edocs_execsec_gc
- **Title:** Email to Heads of Executive Departments and Agencies from Haviland, Aaron (OLP), (b) (6), Office of Legal Policy, Department of Justice
- **Subject:** Requests that all executive departments and agencies provide a list of existing regulations under EO 14281 " Restoring Equality of Opportunity and Meritocracy" Response is requested by 2pm ET on May 8, 2025
- **Received Date:** 4/28/2025
- **Due Date:**
- **PO Due Date:**
- **Source:** FO
- **Action:** Program Determination
- **Assigned To:** GC

If you are already logged into eDOCS please navigate to your inbox and click on the 'Refresh' link. If you are not logged into eDOCS, please login and click on the 'Refresh' link.

Remember: For items sent to groups, each member of the group has the privilege to ACCEPT the item, thus removing it from the inbox view of all other members of that group.

Open in eDOCS

eDOCS
United States Department of Energy
(202) 586-1960

From: "Welch, Sarah E (CIV)" <(b) (6)>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Tue, 13 May 2025 14:08:42 -0400
Importance: Normal

Thanks, Aaron! (Our front office is generally good about getting things where they need to go, so it really shouldn't have been an issue.)

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Tuesday, May 13, 2025 2:04 PM
To: Welch, Sarah E (CIV) <(b) (6)>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Thanks, Sarah, appreciate it!

And thanks for letting me know about that email address. I will let my chief of staff know about it so we can use it for future requests.

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Welch, Sarah E (CIV) <(b) (6)>
Sent: Tuesday, May 13, 2025 2:01 PM
To: Haviland, Aaron (OLP) <(b) (6)>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Hi Aaron,

I didn't get wind of this request until this morning, so apologies for CIV's late response. We are not aware of anything to report, as of now.

FYI, we do a better job of handling requests like when they come to (b) (6) (or at least cc that inbox). We have a setup for monitoring and divvying up those requests to the right folks if they come through that inbox.

Thanks!
Sarah

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Tuesday, May 13, 2025 10:33 AM
To: Hall, Emily (CIV) <(b) (6)>; Stout, Abigail (CIV) <(b) (6)>; Suarez, Sophia (CRM) <(b) (6)>; Heminger, Justin (ENRD) <(b) (6)>; (b)(6) per ENRD (ENRD) <(b) (6)>

Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Good morning,

Following up one final time to see if your DOJ office has anything to report on existing regulations, rules, or orders that impose disparate-impact liability or similar requirements, as required by Section 5(b) of EO 14281. Please send us your report as soon as possible or confirm that you have nothing to report. Department of Justice leadership will begin reviewing this report today. Therefore, any submissions received after **2 PM ET today** will not be considered.

Thank you,
Office of Legal Policy

From: Haviland, Aaron (OLP)
Sent: Thursday, May 8, 2025 6:40 PM
To: Matar, Sara (ATR) <(b) (6)>; Hall, Emily (CIV) <(b) (6)>; Stout, Abigail (CIV) <(b) (6)>; Zandi, Matt (CRT) <(b) (6)>; Suarez, Sophia (CRM) <(b) (6)>; Heminger, Justin (ENRD) <(b) (6)>; (b)(6) per ENRD (ENRD) <(b) (6)>
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61835.1

From: "Haviland, Aaron (OLP)" <[redacted]>
To: "Bhirud, Ketan (ODAG)" <[redacted]>, "Jag, Rachel (ODAG)" <[redacted]>
Cc: "Schilling, Nicholas (OLP)" <[redacted]>
Subject: EO 14281 - Draft OLP Submission
Date: Tue, 13 May 2025 15:56:48 -0400
Importance: Normal
Attachments: EO_14281_-_Action_Memo_-_DRAFT_05.13.2025.docx; EO_14281_-_AG_Transmittal_-_DRAFT_05.13.2025.docx; EO_14281_-_Report_-_DRAFT_05.13.2025.docx; EO_14281_-_Appendix_A_-_DRAFT_05.13.2025.xlsb; EO_14281_-_Appendix_A_-_DRAFT_05.13.2025.pdf

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Ketan and Rachel,

OLP is in the process of finalizing a draft report from the Attorney General to the President, due 5/23/2025 pursuant to EO 14281. Before the AAG for OLP reviews the attached and we route it up to ODAG, would you please let us know if there are any red flags or obvious reasons why it would be kicked back?

Please note that the sections in the report for DOE and DOI are currently blank because both departments indicated that they would submit reports this afternoon but have yet to do so.

Thank you,
Aaron

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
[redacted]
Cell: [redacted]

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14281 - Draft OLP Submission
Date: Tue, 13 May 2025 16:50:22 -0400
Importance: Normal

Probably need to set a deadline for them to get back to you

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Tuesday, May 13, 2025 3:57 PM
To: Bhirud, Ketan (ODAG) <(b) (6)>; Jag, Rachel (ODAG) <(b) (6)>
Cc: Schilling, Nicholas (OLP) <(b) (6)>
Subject: EO 14281 - Draft OLP Submission

Duplicative Information - See Document ID #26113.1

From: "Vindel, Gloria" <gloria.vindel@hq.doe.gov>
To: (b)(6) DOJ Clearance Requests
Cc: (b)(6) Aaron Haviland, GC Concurrence Actions <gcconcurrenceactions@hq.doe.gov>
Subject: [EXTERNAL] EO 14281 Information Request
Date: Tue, 13 May 2025 18:51:39 -0400
Importance: Normal
Attachments: DOE_Disparate_Impact_Regulations_(CLEAN).docx
Inline-Images: image002.png

Good afternoon,

Please find attached DOE's response to your request regarding Executive Order 14281. We understand the original deadline was May 8 and appreciate your patience.

Thank you,

Gloria

Gloria Vindel

Office of the General Counsel
U.S. Department of Energy
1000 Independence Ave., SW Room 6A-245
Washington, DC 20585
(202) 586-9503 Office
(240) 474-7286 Cell
gloria.vindel@hq.doe.gov

From: Taggart, David <david.taggart@hq.doe.gov>
Sent: Tuesday, May 13, 2025 5:57 PM
To: GC Concurrence Actions <gcconcurrenceactions@hq.doe.gov>
Cc: Campbell, Joshua <joshua.campbell@hq.doe.gov>; Keokuk, Therese <therese.keokuk@hq.doe.gov>; Taggart, David <david.taggart@hq.doe.gov>
Subject: RE: DAVID: EXTREMELY URGENT: EO 14281 (Restoring Equality of Opportunity and Meritocracy) - DEU MAY 8

No legal objection and concur with sending the clean version back to DOJ.

David R. Taggart
Acting General Counsel
Office of the General Counsel
David.Taggart@hq.doe.gov
(O) 202.586.5281

From: Vindel, Gloria
Sent: Tuesday, May 13, 2025 4:02 PM
To: (b)(6) Aaron Haviland

Cc: Vindel, Gloria <Gloria.Vindel@hq.doe.gov>
Subject: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Mr. Harviland,

I'm reaching out regarding your request for agency submissions under EO 14281, specifically the list of existing regulations. Unfortunately, DOE was unable to meet the requested deadline of 2 PM on May 8.

We are actively working to finalize our response and will submit it as soon as possible. For situational awareness DOE is preparing to publish three direct final rules in the Federal Register related to nondiscrimination. These rules are expected to make targeted revisions, and at least one—possibly all three—will remove disparate impact liability provisions from DOE's existing regulations. Those documents can be found here: Federal Register :: Public Inspection Search

I appreciate your patience and understanding. Please feel free to reach out if you have any questions or need additional information.

Thank you,

Gloria

Gloria Vindel

Office of the General Counsel
U.S. Department of Energy
1000 Independence Ave., SW Room 6A-245
Washington, DC 20585
(202) 586-9503 Office
(240) 474-7286 Cell
gloria.vindel@hq.doe.gov

From: Haviland, Aaron (OLP) <(b) (6) [redacted]>
Sent: Tuesday, May 13, 2025 10:22 AM
To: ES Central <es.central@hq.doe.gov>
Cc: DOJ Clearance Requests (OLP) <(b) (6) [redacted]>
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #26655.2

From: "Quill, Joshua J." <(b)(6) per VA@va.gov>
To: (b)(6) DOJ Clearance Requests
Cc: (b)(6) Aaron Haviland, "Syrek, Christopher D." <(b)(6) per VA@va.gov>
Subject: [EXTERNAL] EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Tue, 13 May 2025 19:50:36 -0400
Importance: Normal
Attachments: VA_EO_14281_Spreadsheet.xlsb

Good afternoon,

Please see VA's submission.

Thank you!

Josh Quill
Senior Advisor to the Secretary
Office of the Secretary of Veterans Affairs
Department of Veterans Affairs
(b)(6) per VA

FOR VA INTERNAL USE ONLY – PRE DECISIONAL DELIBERATIVE

From: "Bhirud, Ketan (ODAG)" <(b) (6)>
To: "Jag, Rachel (ODAG)" <(b) (6)>, "Haviland, Aaron (OLP)" <(b) (6)>
Cc: "Schilling, Nicholas (OLP)" <(b) (6)>
Subject: RE: EO 14281 - Draft OLP Submission
Date: Tue, 13 May 2025 23:19:11 -0400
Importance: Normal

Same. I didn't see any red flags or obvious reasons it would be kicked back.

Ketan Bhirud
Associate Deputy Attorney General
U.S. Department of Justice

From: Jag, Rachel (ODAG) <(b) (6)>
Sent: Tuesday, May 13, 2025 6:03 PM
To: Haviland, Aaron (OLP) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>
Cc: Schilling, Nicholas (OLP) <(b) (6)>
Subject: RE: EO 14281 - Draft OLP Submission

Thank you Aaron!

I think so far this looks great!!

Rachel L. Jag
Associate Deputy Attorney General
U.S. Department of Justice

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Tuesday, May 13, 2025 3:57 PM
To: Bhirud, Ketan (ODAG) <(b) (6)>; Jag, Rachel (ODAG) <(b) (6)>
Cc: Schilling, Nicholas (OLP) <(b) (6)>
Subject: EO 14281 - Draft OLP Submission

Duplicative Information - See Document ID #26113.1

From: "Abimbola, Oluwarotimi M" <oluwarotimi_abimbola@ios.doi.gov>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Cc: "DOJ Clearance Requests (OLP)" <(b) (6)>
Subject: Re: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Wed, 14 May 2025 09:00:28 -0400
Importance: Normal

Thank you for following up, Aaron. I sent the submission this morning and will resend shortly.

Rotimi Abimbola
Chief of Staff
Office of the Assistant Secretary for Policy, Management and Budget
U.S. Department of the Interior

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Wednesday, May 14, 2025 8:57:12 AM
To: Abimbola, Oluwarotimi M <oluwarotimi_abimbola@ios.doi.gov>
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: RE: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Good morning,
We did not see a response from the Department of Interior yesterday and wanted to make sure that we had not missed anything. Department of Justice leadership will begin reviewing this material first thing this morning.

Thank you,
Office of Legal Policy
Department of Justice

From: Abimbola, Oluwarotimi M <oluwarotimi_abimbola@ios.doi.gov>
Sent: Tuesday, May 13, 2025 2:21 PM
To: Heard, Preston S <preston_heard@ios.doi.gov>; Haviland, Aaron (OLP) <(b) (6)>
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: RE: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Thank you for taking my call, Aaron. We will send over the Department's response by COB.

Thank you,
Rotimi

--
Rotimi Abimbola
Chief of Staff
Office of the Assistant Secretary for Policy, Management and Budget
U.S. Department of the Interior
202-208-2912

From: Heard, Preston S <preston_heard@ios.doi.gov>
Sent: Tuesday, May 13, 2025 1:35 PM
To: Haviland, Aaron (OLP) <(b) (6)>

Cc: DOJ Clearance Requests (OLP) <(b) (6) >; Abimbola, Oluwarotimi M <oluwarotimi_abimbola@ios.doi.gov>
Subject: RE: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Importance: High

Mr. Haviland:

Thank you for your email.

As previously shared, DOI continues to work on this data call regarding existing regulations, rules, or orders that impose disparate-impact liability, per EO 14281 Sec. 5(b). Ms. Abimbola will respond regarding whether DOI has anything to report.

Respectfully,

Preston Heard
Deputy Director Secretarial Correspondence Management
Office of the Executive Secretariat and Regulatory Affairs
Immediate Office of the Secretary
U.S. Department of the Interior

From: Haviland, Aaron (OLP) <(b) (6) >
Sent: Tuesday, May 13, 2025 10:13
To: OS, DOIExecSec <DOIExecSec@ios.doi.gov>
Cc: DOJ Clearance Requests (OLP) <(b) (6) >
Subject: RE: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Good morning,

Following up one final time to see if your department or agency has anything to report on existing regulations, rules, or orders that impose disparate-impact liability or similar requirements, as required by Section 5(b) of EO 14281. Please send us your report as soon as possible or confirm that you have nothing to report. Department of Justice leadership will begin reviewing this report today. Therefore, any submissions received after **2 PM ET today** will not be considered.

Thank you,
Office of Legal Policy

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: OS, DOIExecSec <DOIExecSec@ios.doi.gov>
Sent: Friday, May 9, 2025 5:50 PM
To: Haviland, Aaron (OLP) <(b) (6) >

Cc: DOJ Clearance Requests (OLP) <(b) (6) >
Subject: Re: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

DOJ Colleagues:

DOI continues to work on this matter. We will have Rotimi Abimbola (Chief of Staff, Office of the Assistant Secretary - Policy, Management and Budget) to respond on behalf of the Department.

Preston

From: Haviland, Aaron (OLP) <(b) (6) >
Sent: Thursday, May 8, 2025 18:35
Cc: DOJ Clearance Requests (OLP) <(b) (6) >
Subject: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

This email has been received from outside of DOI - Use caution before clicking on links, opening attachments, or responding.

Duplicative Information - See Document ID #61974.1

From: "Abimbola, Oluwarotimi M" <oluwarotimi_abimbola@ios.doi.gov>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Cc: "DOJ Clearance Requests (OLP)" <(b) (6)>, "Heard, Preston S" <preston_heard@ios.doi.gov>
Subject: RE: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)
Date: Wed, 14 May 2025 09:10:24 -0400
Importance: Normal
Attachments: EO_14281_Spreadsheet_Interior_Submission_05142025.xlsb

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Good morning Aaron,

Please find attached the Department's of the Interior's submission.

Thank you,
Rotimi
--
Rotimi Abimbola
Chief of Staff
Office of the Assistant Secretary for Policy, Management and Budget
U.S. Department of the Interior
202-208-2912

From: Abimbola, Oluwarotimi M
Sent: Tuesday, May 13, 2025 2:21 PM
To: Heard, Preston S <preston_heard@ios.doi.gov>; Haviland, Aaron (OLP) <(b) (6)>
Cc: DOJ Clearance Requests (OLP) <(b) (6)>
Subject: RE: [EXTERNAL] RE: EO 14281 (Restoring Equality of Opportunity and Meritocracy)

Duplicative Information - See Document ID #61919.1

From: "Haviland, Aaron (OLP)" <(b) (6) >
To: "Reitz, Aaron (OLP)" <(b) (6) >
Cc: "Schilling, Nicholas (OLP)" <(b) (6) >
Subject: EO 14281 Section 5(b) Report - Documents for AAG Review
Date: Wed, 14 May 2025 10:48:41 -0400
Importance: Normal
Attachments: EO_14281_-_Action_Memo_-_DRAFT_05.14.2025.docx; EO_14281_-_AG_Transmittal_-_DRAFT_05.14.2025.docx; EO_14281_-_Report_-_DRAFT_05.14.2025.docx; EO_14281_-_Appendix_A_-_DRAFT_05.14.2025.xlsb; EO_14281_-_Appendix_A_-_DRAFT_05.14.2025.pdf; EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf

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Aaron,

Executive Order 14281 section 5(b) requires the Attorney General to submit a report to the President, no later than May 23, 2025, addressing, among other things, "all existing regulations, guidance, rules, or orders that impose disparate-impact liability." OLP has completed a proposed draft of the report, and the following documents are ready for your review:

- Action memo from you to the Attorney General, through the Deputy Attorney General
- Proposed transmittal letter from the Attorney General to the President
- Proposed report on *Ending Disparate-Impact Liability*
- Appendix A to the report, in both (1) Excel format and (2) PDF format with a cover page.

Ketan Bhirud and Rachel Jag from ODAG are aware this report is coming. They took a preliminary look at the documents yesterday and did not see any red flags or other obvious reasons why the documents would be kicked back.

Based on my understanding of ODAG's and OAG's timelines, we should aim to route this report up to ODAG today in order to meet the May 23 deadline to the President.

One last thing to note: We probably should flag for ODAG footnote 1 on page 3 of the report, which explains (b) (5) . The Department might want to (b) (5)

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: "Reitz, Aaron (OLP)" <(b) (6) >
To: "Schilling, Nicholas (OLP)" <(b) (6) >
Subject: RE: ODAG-OLP Weekly Agenda
Date: Wed, 14 May 2025 11:15:10 -0400
Importance: Normal
Attachments: ODAG-OLP_Weekly_Agenda_(05.14.2025).docx

Revised attached needing review and cleanup. Take a good pass through and then let's meet after lunch to go through it together.

Aaron F. Reitz
Assistant Attorney General
Office of Legal Policy
U.S. Department of Justice
Work: (b) (6)
Cell: (b) (6)

From: Schilling, Nicholas (OLP) <(b) (6) >
Sent: Tuesday, May 13, 2025 1:20 PM
To: Reitz, Aaron (OLP) <(b) (6) >
Subject: ODAG-OLP Weekly Agenda

Aaron,

Attached is a draft agenda for this week's meeting with the DAG. I have redlined our previous agenda so that you can see the changes.

Nicholas Schilling Jr.
U.S. Department of Justice
Office of Legal Policy, Chief of Staff
(b) (6)
Cell: (b) (6)

ODAG-OLP Weekly Meeting
May 14, 2025

Removed per scoping agreement

2. For DAG awareness

Removed per scoping agreement

b. With OLP:

Removed per scoping agreement

vi. EO 14281 *Restoring Equality of Opportunity and Meritocracy* (i.e., ending disparate-impact liability): report almost completed; expect to put in ExecSec for ODAG/OAG review by Wed. May 14; due to President on 5/23

Removed per scoping agreement

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Reitz, Aaron (OLP)" <(b) (6)>
Cc: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: FW: EO 14281 Section 5(b) Report - Documents for AAG Review
Date: Wed, 14 May 2025 11:24:39 -0400
Importance: Normal
Attachments: EO_14281_-_Action_Memo_-_DRAFT_05.14.2025.docx; EO_14281_-_AG_Transmittal_-_DRAFT_05.14.2025.docx; EO_14281_-_Report_-_DRAFT_05.14.2025.docx; EO_14281_-_Appendix_A_-_DRAFT_05.14.2025.xlsb; EO_14281_-_Appendix_A_-_DRAFT_05.14.2025.pdf; EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf

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Just replying all to make clear that Aaron is requesting your review and approval for this package **today**

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Wednesday, May 14, 2025 10:49 AM
To: Reitz, Aaron (OLP) <(b) (6)>
Cc: Schilling, Nicholas (OLP) <(b) (6)>
Subject: EO 14281 Section 5(b) Report - Documents for AAG Review

Duplicative Information - See Document ID #25010.1

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Reitz, Aaron (OLP)" <(b) (6)>, "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14281 Section 5(b) Report - Documents for AAG Review
Date: Wed, 14 May 2025 11:26:13 -0400
Importance: Normal

CRT provided Aaron with some feedback and input (as well as other components that we solicited information from)

From: Reitz, Aaron (OLP) <(b) (6)>
Sent: Wednesday, May 14, 2025 11:25 AM
To: Haviland, Aaron (OLP) <(b) (6)>
Cc: Schilling, Nicholas (OLP) <(b) (6)>
Subject: RE: EO 14281 Section 5(b) Report - Documents for AAG Review

Thanks. Has CRT been involved in this? They should be.

Nicholas, add a flag for our DAG meeting agenda that this is coming.

Aaron F. Reitz
Assistant Attorney General
Office of Legal Policy
U.S. Department of Justice
Work: (b) (6)
Cell: (b) (6)

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Wednesday, May 14, 2025 10:49 AM
To: Reitz, Aaron (OLP) <(b) (6)>
Cc: Schilling, Nicholas (OLP) <(b) (6)>
Subject: EO 14281 Section 5(b) Report - Documents for AAG Review

Duplicative Information - See Document ID #25010.1

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Reitz, Aaron (OLP)" <(b) (6)>
Subject: RE: ODAG-OLP Weekly Agenda
Date: Wed, 14 May 2025 12:40:27 -0400
Importance: Normal
Attachments: ODAG-OLP_Weekly_Agenda_(05.14.2025).njs.docx

Updates attached for our discussion.

From: Reitz, Aaron (OLP) <(b) (6)>
Sent: Wednesday, May 14, 2025 11:15 AM
To: Schilling, Nicholas (OLP) <(b) (6)>
Subject: RE: ODAG-OLP Weekly Agenda

Duplicative Information - See Document ID #60818.1

ODAG-OLP Weekly Meeting
May 14, 2025

1. **For ODAG action**

Removed per scoping agreement

b. EO 14281 *Restoring Equality of Opportunity and Meritocracy* (i.e., ending disparate-impact liability): OLP AAG to sign and OLP to put in ExecSec for ODAG/OAG review by Wed. May 14; due to President on 5/23

Removed per scoping agreement

Commented [NS1]: Moved from "For DAG Awareness" to "For ODAG Action"
Schilling, Nicholas (OLP)
2025-05-14 11:27:00

Removed per scoping agreement

From: "Moore-Glasgow, Shernita (OLP)" <(b) (6)>
To: "Davis, Valorie A (OLP)" <(b) (6)>, "Schilling, Nicholas (OLP)" <(b) (6)>
Cc: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14281 Section 5(b) Report - Documents for AAG Review
Date: Wed, 14 May 2025 12:40:37 -0400
Importance: Normal

Hi Val,

Let's work on this together when it's ready. Thanks!

Shernita M. Moore-Glasgow
Paralegal Specialist
Office of Legal Policy
U.S. Department of Justice
950 Pennsylvania Avenue, NW
Washington, DC 20530
Phone: (b) (6)

From: Davis, Valorie A (OLP) <(b) (6)>
Sent: Wednesday, May 14, 2025 12:36 PM
To: Schilling, Nicholas (OLP) <(b) (6)>
Cc: Moore-Glasgow, Shernita (OLP) <(b) (6)>; Haviland, Aaron (OLP) <(b) (6)>
Subject: RE: EO 14281 Section 5(b) Report - Documents for AAG Review

Hello Nicholas,

I will take care of it.

Thank you,

Valorie Davis
Department of Justice
Office of Legal Policy
Room 4234
Washington, DC 20530

From: Schilling, Nicholas (OLP) <(b) (6)>
Sent: Wednesday, May 14, 2025 12:21 PM
To: Moore-Glasgow, Shernita (OLP) <(b) (6)>; Davis, Valorie A (OLP) <(b) (6)>
Cc: Haviland, Aaron (OLP) <(b) (6)>
Subject: FW: EO 14281 Section 5(b) Report - Documents for AAG Review

Shernita,

FYI…we have a package that will need to go into ExecSec **today.** I just learned that today is Valorie's last day, but Valorie, please assist Shernita with this before you leave.

The package is not yet finalized (the AAG need to review the documents and then sign the action memo), but I wanted to give you all a heads up.

Thanks!
Nicholas

From: Haviland, Aaron (OLP) <(b) (6) >
Sent: Wednesday, May 14, 2025 10:49 AM
To: Reitz, Aaron (OLP) <(b) (6) >
Cc: Schilling, Nicholas (OLP) <(b) (6) >
Subject: EO 14281 Section 5(b) Report - Documents for AAG Review

Duplicative Information - See Document ID #25010.1

From: "Braniff, Andrew (CRT)" <(b) (6)>
To: "Schilling, Nicholas (OLP)" <(b) (6)>, "Haviland, Aaron (OLP)" <(b) (6)>
Cc: "Geissler, Jonas (CRT)" <(b) (6)>, "Zandi, Matt (CRT)" <(b) (6)>
Subject: RE: EO 14281 - Restoring Equality of Opportunity and Meritocracy
Date: Wed, 14 May 2025 16:19:38 -0400
Importance: Normal
Attachments: 50_State_Review_of_Disparate_Impact_Decisions.ag.5.14.docx

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All,

Attached is our final addition for the Disparate impact report, the (b)(5) per CRT. Nicholas and Aaron, happy to help format and review for internal circulation.

Andy

From: Braniff, Andrew (CRT)
Sent: Monday, May 12, 2025 5:40 PM
To: Schilling, Nicholas (OLP) <(b) (6)>; Haviland, Aaron (OLP) <(b) (6)>
Cc: Geissler, Jonas (CRT) <(b) (6)>; Zandi, Matt (CRT) <(b) (6)>
Subject: RE: EO 14281 - Restoring Equality of Opportunity and Meritocracy

Duplicative Information - See Document ID #61841.1

From: "Torres Soto, Elissa" <TorresSoto.Elissa@epa.gov>
To: (b)(6) DOJ Clearance Requests
Cc: (b)(6) Aaron Haviland, "Serassio, Helen" <Serassio.Helen@epa.gov>, "Fisher, Bethany" <fisher.bethany@epa.gov>, "Wilson, Adam" <wilson.adam@epa.gov>
Subject: [EXTERNAL] RE: E.O. 14281 Information Request -USEPA
Date: Wed, 14 May 2025 16:39:37 -0400
Importance: Normal
Inline-Images: image001.jpg

Good afternoon,

The EPA did not identify other items to be included on the E.O. 14281 information request. Therefore, the list we sent on Monday is EPA's finalized list.

Please reach out if you have any questions.

Best regards,

Elissa

Elissa Torres-Soto
Attorney Adviser
Cross-Cutting Issues Law Office
Office of General Counsel
Phone (202) 564-3287
Email torressoto.elissa@epa.gov

From: Torres Soto, Elissa
Sent: Monday, May 12, 2025 3:26 PM
To: (b)(6) DOJ Clearance Requests
Cc: (b)(6) Aaron Haviland; Serassio, Helen <Serassio.Helen@epa.gov>; Fisher, Bethany <fisher.bethany@epa.gov>; Wilson, Adam <wilson.adam@epa.gov>
Subject: E.O. 14281 Information Request -USEPA

Duplicative Information - See Document ID #61996.1

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14281 - Restoring Equality of Opportunity and Meritocracy
Date: Wed, 14 May 2025 19:01:31 -0400
Importance: Normal
Attachments: EO_14281_-_Report_-_DRAFT_05.14.2025.njs.docx

Thanks, Aaron. This looks good. Marginal edits from me.

When you send this back to Aaron, I would repackage all the documents and in the first sentence say: This is something that Nicholas asks you look at tonight.

Appreciate it!

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Wednesday, May 14, 2025 5:42 PM
To: Schilling, Nicholas (OLP) <(b) (6)>
Subject: RE: EO 14281 - Restoring Equality of Opportunity and Meritocracy

Forwarding a revised draft of the report to you. I incorporated some of the (b)(5) per CRT provided by CRT, and I added some new language about OLP's responsibility for drafting this report.

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Braniff, Andrew (CRT) <(b) (6)>
Sent: Wednesday, May 14, 2025 4:20 PM
To: Schilling, Nicholas (OLP) <(b) (6)>; Haviland, Aaron (OLP) <(b) (6)>
Cc: Geissler, Jonas (CRT) <(b) (6)>; Zandi, Matt (CRT) <(b) (6)>
Subject: RE: EO 14281 - Restoring Equality of Opportunity and Meritocracy

Duplicative Information - See Document ID #61939.1

From: "Haviland, Aaron (OLP)" <(b) (6) >
To: "Reitz, Aaron (OLP)" <(b) (6) >
Cc: "Schilling, Nicholas (OLP)" <(b) (6) >
Subject: RE: EO 14281 Section 5(b) Report - Documents for AAG Review
Date: Wed, 14 May 2025 20:47:23 -0400
Importance: Normal
Attachments: EO_14281_-_Action_Memo_-_DRAFT_05.14.2025.docx; EO_14281_-_AG_Transmittal_-_DRAFT_05.14.2025.docx; EO_14281_-_Report_-_DRAFT_05.14.2025.docx; EO_14281_-_Appendix_A_-_DRAFT_05.14.2025.xlsb; EO_14281_-_Appendix_A_-_DRAFT_05.14.2025.pdf; EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf

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Aaron,

Nicholas asks you to please review these documents tonight. As discussed earlier, we revised the report to include (b) (5) . We also added a few additional (b) (5) that CRT sent over to us this afternoon. No edits to the other documents, but I am repackaging them all in this email for convenience:

- Action memo from you to the Attorney General, through the Deputy Attorney General
- Proposed transmittal letter from the Attorney General to the President
- Proposed report on *Ending Disparate-Impact Liability*
- Appendix A to the report, in both (1) Excel format and (2) PDF format with a cover page.
- A copy of EO 14281 for your reference.

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Haviland, Aaron (OLP)
Sent: Wednesday, May 14, 2025 10:49 AM
To: Reitz, Aaron (OLP) <(b) (6) >
Cc: Schilling, Nicholas (OLP) <(b) (6) >
Subject: EO 14281 Section 5(b) Report - Documents for AAG Review

Duplicative Information - See Document ID #25010.1

From: "Reitz, Aaron (OLP)" <(b) (6)>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Cc: "Schilling, Nicholas (OLP)" <(b) (6)>
Subject: RE: EO 14281 Section 5(b) Report - Documents for AAG Review
Date: Wed, 14 May 2025 23:57:04 -0400
Importance: Normal

Edits

Action memo:
- (b) (5)
-

Report:
- (b) (5)
-
-
-

Transmittal letter:
- (b) (5)
-

Make these fixes, take another pass for polish, package it all up, and I'll sign.

Aaron F. Reitz
Assistant Attorney General
Office of Legal Policy
U.S. Department of Justice
Work: (b) (6)
Cell: (b) (6)

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Wednesday, May 14, 2025 8:47 PM
To: Reitz, Aaron (OLP) <(b) (6)>
Cc: Schilling, Nicholas (OLP) <(b) (6)>
Subject: RE: EO 14281 Section 5(b) Report - Documents for AAG Review

Duplicative Information - See Document ID #24999.1

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Reitz, Aaron (OLP)" <(b) (6)>, "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14281 Section 5(b) Report - Documents for AAG Review
Date: Thu, 15 May 2025 09:16:11 -0400
Importance: Normal
Attachments: EO_14281_-_Action_Memo_-_Final_05.15.2025.pdf; EO_14281_-_AG_Transmittal_-_Final_05.15.2025.docx; EO_14281_-_Report_-_Final_05.15.2025.docx; EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf; EO_14281_-_Appendix_A_-_Final_05.15.2025.pdf; EO_14281_-_Appendix_A_-_Final_05.15.2025.xlsb; EO_14281_-_Report_-_Final_05.15.2025.pdf

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Aaron R.,

Attached is the updated package. I didn't make only one change (in the report: the one about Section 4 on page 3; that sentence has a compound subject "(b) (5) " but Word isn't picking up the compound subject for some reason). I hope that's okay. If you'd still rather it be changed, I've included a Word version of the report.

I also made some non-substantive formatting and other similar edits to the Appendix.

The action memo is ready for your signature.

Attached to this email are:

- PDF Action memo from you to the Attorney General, through the Deputy Attorney General (please sign)
- Proposed transmittal letter from the Attorney General to the President (Word)
- Proposed report on *Ending Disparate Impact Liability* (Word and PDF)
- Appendix A to the report, in both (1) Excel format and (2) PDF format with a cover page.
- A copy of EO 14281 for your reference.

Thanks,
Nicholas

From: Reitz, Aaron (OLP) <(b) (6)>
Sent: Thursday, May 15, 2025 12:01 AM
To: Haviland, Aaron (OLP) <(b) (6)>
Cc: Schilling, Nicholas (OLP) <(b) (6)>
Subject: RE: EO 14281 Section 5(b) Report - Documents for AAG Review

One clarifying point highlighted below.

Aaron F. Reitz
Assistant Attorney General
Office of Legal Policy
U.S. Department of Justice
Work: (b) (6)
Cell: (b) (6)

From: Reitz, Aaron (OLP)
Sent: Wednesday, May 14, 2025 11:57 PM
To: Haviland, Aaron (OLP) <(b) (6)>
Cc: Schilling, Nicholas (OLP) <(b) (6)>
Subject: RE: EO 14281 Section 5(b) Report - Documents for AAG Review

Edits—

Action memo:

- (b) (5)
-

Report:

- (b) (5)
-
-
-

Transmittal letter:

- (b) (5)
-

Make these fixes, take another pass for polish, package it all up, and I'll sign.

Aaron F. Reitz
Assistant Attorney General
Office of Legal Policy
U.S. Department of Justice
Work: (b) (6)
Cell: (b) (6)

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Wednesday, May 14, 2025 8:47 PM
To: Reitz, Aaron (OLP) <(b) (6)>
Cc: Schilling, Nicholas (OLP) <(b) (6)>
Subject: RE: EO 14281 Section 5(b) Report - Documents for AAG Review

Duplicative Information - See Document ID #24999.1

U.S. Department of Justice

Office of Legal Policy

Washington, D.C. 20530

May 14, 2025

MEMORANDUM FOR THE ATTORNEY GENERAL

THROUGH: THE DEPUTY ATTORNEY GENERAL

FROM: Aaron Reitz
Assistant Attorney General

SUBJECT: Proposed Justice Department Report Pursuant to Executive Order (EO) 14281, *Restoring Equality of Opportunity and Meritocracy*

PURPOSE: To review and approve the "Ending Disparate-Impact Liability" report, which will be submitted to the President, through the Assistant to the President for Domestic Policy, in accordance with EO 14281.

AG DECISION REQUESTED BY: EXPEDITED—THURSDAY, MAY 22

REQUIRED DUE DATE: The proposed report must be transmitted to the President through the Assistant to the President for Domestic Policy by Friday, May 23, as required by EO 14281.

EXECUTIVE SUMMARY: President Trump issued EO 14281, *Restoring Equality of Opportunity and Meritocracy*, on April 23, 2025, attached. In Section 5(b) of the EO, the President directed the Attorney General to submit a report to him, through the Assistant to the President for Domestic Policy, discussing: "(i) all existing regulations, guidance, rules, or orders that impost disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and (ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities." The Office of Legal Policy (OLP) drafted the report in conference with the Civil Rights Division, as well as with multiple entities inside and outside the Department. OLP now presents to you a proposed report for your review and approval.

DISCUSSION AND TIMELINE:

Date	Action
Apr. 25	OLP tasked with leading the drafting effort of the report required by Section 5(b) of the EO.
Apr. 28	OLP emailed the following agencies and Department of Justice components instructing them to review all their regulations and guidance documents, determine whether they satisfy the criteria of EO § 5(b), and report their findings to OLP by May 8: - Department of Agriculture (USDA)

Date	Action
	- Department of Commerce (DOC) - Department of Defense (DOD) - Department of Education (ED) - Department of Energy (DOE) - Department of Health and Human Services (HHS) - Department of Homeland Security (DHS) - Department of Housing and Urban Development (HUD) - Department of the Interior (DOI) - Department of Labor (DOL) - Department of States (DOS) - Department of Transportation (DOT) - Department of the Treasury (Treasury) - Department of Veterans Affairs (VA) - Consumer Financial Protection Bureau (CFPB) - Environmental Protection Agency (EPA) - Equal Employment Opportunity Commission (EEOC) - Federal Trade Commission (FTC) - General Services Administration (GSA) - Small Business Administration (SBA) - Department of Justice Antitrust Division (ATR) - Department of Justice Civil Division (CIV) - Department of Justice Criminal Division (CRM) - Department of Justice Civil Rights Division (CRT) - Department of Justice Energy and Natural Resources Division (ENRD) - Department of Justice Executive Office of U.S. Attorneys (EOUSA) - Department of Justice Federal Bureau of Investigation (FBI) - Department of Justice Office of Access to Justice (OAJ) - Department of Justice Office of Community Oriented Policing Services (COPS) - Department of Justice Office of Justice Programs (OJP) - Department of Justice Office of Violence Against Women (OVW)
May 8–14	Most of the above components and agencies provided inputs responsive to Section 5(b) of the EO. (b) (5) [redacted]
May 14	OLP provided the first draft of proposed report to the Office of the Deputy Attorney General (ODAG).

CONSULTATION: ATR, CIV, CRM, CRT, ENRD, EOUSA, FBI, OAJ, COPS, OJP, OVW.

OTHER STAKEHOLDERS: USDA, DOC, DOD, ED, DOE, HHS, DHS, HUD, DOI, DOL,

DOS, DOT, Treasury, VA, CFPB EPA, EEOC, FTC, GSA, SBA.

RECOMMENDATION: OLP recommends that you approve the proposed report and route it, along with the transmittal cover letter, to the President, through the Assistant to the President for Domestic Policy, no later than May 23.

APPROVE: _____

Concurring Component(s):
n/a

Non-Concurring Component(s):
n/a

DISAPPROVE: _____

OTHER: _____

Attachment(s)

- Executive Order 14281, *Restoring Equality of Opportunity and Meritocracy* (Apr. 26, 2025).
- Draft proposed report, *Ending Disparate-Impact Liability*.
- List of existing rules, guidance, rules, or orders that impose disparate-impact liability or similar requirements. These items are responsive to Section 5(b) of the EO and are referred to as Appendix A to the report.
- Draft transmittal letter from the Attorney General to the President, through the Assistant to the President for Domestic Policy.

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Reitz, Aaron (OLP)" <(b) (6)>, "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14281 Section 5(b) Report - Documents for AAG Review
Date: Thu, 15 May 2025 10:52:19 -0400
Importance: Normal
Attachments: EO_14281_-_Action_Memo_-_Final_05.15.2025.pdf

Updated action memo for your signature.

From: Schilling, Nicholas (OLP)
Sent: Thursday, May 15, 2025 9:16 AM
To: Reitz, Aaron (OLP) <(b) (6)>; Haviland, Aaron (OLP) <(b) (6)>
Subject: RE: EO 14281 Section 5(b) Report - Documents for AAG Review

Duplicative Information - See Document ID #25031.1

U.S. Department of Justice

Office of Legal Policy

Washington, D.C. 20530

May 15, 2025

MEMORANDUM FOR THE ATTORNEY GENERAL

THROUGH: THE DEPUTY ATTORNEY GENERAL

FROM: Aaron Reitz
Assistant Attorney General

SUBJECT: Proposed Justice Department Report Pursuant to Executive Order (EO) 14281, *Restoring Equality of Opportunity and Meritocracy*

PURPOSE: To review and approve the "Ending Disparate-Impact Liability" report, which will be submitted to the President, through the Assistant to the President for Domestic Policy, in accordance with EO 14281.

AG DECISION REQUESTED BY: EXPEDITED—THURSDAY, MAY 22

REQUIRED DUE DATE: The proposed report must be transmitted to the President through the Assistant to the President for Domestic Policy by Friday, May 23, as required by EO 14281.

EXECUTIVE SUMMARY: President Trump issued EO 14281, *Restoring Equality of Opportunity and Meritocracy*, on April 23, 2025, attached. In Section 5(b) of the EO, the President directed the Attorney General to submit a report to him, through the Assistant to the President for Domestic Policy, discussing: "(i) all existing regulations, guidance, rules, or orders that impost disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and (ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities." The Office of Legal Policy (OLP) drafted the report in conference with the Civil Rights Division, as well as with multiple entities inside and outside the Department. OLP now presents to you a proposed report for your review and approval.

DISCUSSION AND TIMELINE:

Date	Action
Apr. 25	OLP tasked with leading the drafting effort of the report required by Section 5(b) of the EO.
Apr. 28	OLP emailed the following agencies and Department of Justice components instructing them to review all their regulations and guidance documents, determine whether they satisfy the criteria of EO § 5(b), and report their findings to OLP by May 8: - Department of Agriculture (USDA)

Date	Action
	- Department of Commerce (DOC) - Department of Defense (DOD) - Department of Education (ED) - Department of Energy (DOE) - Department of Health and Human Services (HHS) - Department of Homeland Security (DHS) - Department of Housing and Urban Development (HUD) - Department of the Interior (DOI) - Department of Labor (DOL) - Department of States (DOS) - Department of Transportation (DOT) - Department of the Treasury (Treasury) - Department of Veterans Affairs (VA) - Consumer Financial Protection Bureau (CFPB) - Environmental Protection Agency (EPA) - Equal Employment Opportunity Commission (EEOC) - Federal Trade Commission (FTC) - General Services Administration (GSA) - Small Business Administration (SBA) - Department of Justice Antitrust Division (ATR) - Department of Justice Civil Division (CIV) - Department of Justice Criminal Division (CRM) - Department of Justice Civil Rights Division (CRT) - Department of Justice Energy and Natural Resources Division (ENRD) - Department of Justice Executive Office of U.S. Attorneys (EOUSA) - Department of Justice Federal Bureau of Investigation (FBI) - Department of Justice Office of Access to Justice (OAJ) - Department of Justice Office of Community Oriented Policing Services (COPS) - Department of Justice Office of Justice Programs (OJP) - Department of Justice Office of Violence Against Women (OVW)
May 8–14	Most of the above components and agencies provided inputs responsive to Section 5(b) of the EO. (b) (5) [redacted]
May 14	OLP provided the first draft of proposed report to the Office of the Deputy Attorney General (ODAG).

CONSULTATION: ATR, CIV, CRM, CRT, ENRD, EOUSA, FBI, OAJ, COPS, OJP, OVW.

OTHER STAKEHOLDERS: USDA, DOC, DOD, ED, DOE, HHS, DHS, HUD, DOI, DOL, DOS, DOT, Treasury, VA, CFPB EPA, EEOC, FTC, GSA, SBA.

RECOMMENDATION: OLP recommends that you approve the proposed report and route it, along with the transmittal cover letter, to the President, through the Assistant to the President for Domestic Policy, no later than May 23.

APPROVE: _____

Concurring Component(s):
n/a

Non-Concurring Component(s):
n/a

DISAPPROVE: _____

OTHER: _____

Attachment(s)

- Executive Order 14281, *Restoring Equality of Opportunity and Meritocracy* (Apr. 26, 2025).
- Draft proposed report, *Ending Disparate-Impact Liability*.
- List of existing rules, guidance, rules, or orders that impose disparate-impact liability or similar requirements. These items are responsive to Section 5(b) of the EO and are referred to as Appendix A to the report.
- Draft transmittal letter from the Attorney General to the President, through the Assistant to the President for Domestic Policy.

From: "Reitz, Aaron (OLP)" <(b) (6)>
To: "Schilling, Nicholas (OLP)" <(b) (6)>, "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14281 Section 5(b) Report - Documents for AAG Review
Date: Thu, 15 May 2025 10:59:16 -0400
Importance: Normal
Attachments: EO_14281_-_Action_Memo_-_05.15.2025_(reitz_sig).pdf

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Signed attached.

Aaron F. Reitz
Assistant Attorney General
Office of Legal Policy
U.S. Department of Justice
Work: (b) (6)
Cell: (b) (6)

From: Schilling, Nicholas (OLP) <(b) (6)>
Sent: Thursday, May 15, 2025 10:52 AM
To: Reitz, Aaron (OLP) <(b) (6)>; Haviland, Aaron (OLP) <(b) (6)>
Subject: RE: EO 14281 Section 5(b) Report - Documents for AAG Review

Duplicative Information - See Document ID #25118.1

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Moore-Glasgow, Shernita (OLP)" <(b) (6)>
Cc: "Matthews, Matrina (OLP)" <(b) (6)>, "Haviland, Aaron (OLP)" <(b) (6)>
Subject: EO 14281 - Report ECATS Package
Date: Thu, 15 May 2025 11:05:32 -0400
Importance: High
Attachments: EO_14281_-_Action_Memo_-_05.15.2025_(reitz_sig).pdf; EO_14281_-_Report_-_Final_05.15.2025.pdf; EO_14281_-_Appendix_A_-_Final_05.15.2025.pdf; EO_14281_-_AG_Transmittal_-_Final_05.15.2025.docx; EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf; EO_14281_-_Report_-_Final_05.15.2025.docx

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Shernita,

As promised, here is a package of documents that needs to be put into ECATS to prompt leadership review. The documents attached are:

1. The action memo signed by OLP AAG
2. The EO that prompted the report (EO 14281)
3. The proposed report (in PDF and Word)
4. Appendix A to the report
5. A draft transmittal letter for the AG (Word)

Once the package is submitted, please let me know the ECATS number so that we can provide it to our counterparts in ODAG and OAG.

Thank you!

Nicholas Schilling Jr.
U.S. Department of Justice
Office of Legal Policy, Chief of Staff
(b) (6)
Cell: (b) (6)

From: "Gamble, Nathaniel (ODAG)" <(b) (6)>
To: "Jag, Rachel (ODAG)" <(b) (6)>, "Nieves, Brian (ODAG)" <(b) (6)>
Cc: "Fox, Jordan (ODAG)" <(b) (6)>, "Simms, Donna Y. (ODAG)" <(b) (6)>, "Brinkley, Winnie (ODAG)" <(b) (6)>, "Brown, Angela M. (ODAG)" <(b) (6)>
Subject: Incoming Expedited eCATS # 379101 from OLP - Re: EO 14281 - Ending Disparate-Impact Liability:
Date: Thu, 15 May 2025 15:48:15 -0400
Importance: High
Attachments: Incoming_379101.pdf

Rachel:

Per the attachment, for your review and recommendation – Re: Requesting the AG approval & signature on the attached ltr and Report to the President (Department of Justice Report on Ending Disparate-Impact Liability), through the Assistant to the President for Domestic Policy, in accordance with EO 14281. Attachments. (Note: OLP requests AG signature by 05/22/2025.)

Respectfully,

Nathaniel Gamble II
U.S. Department of Justice
Office of the Deputy Attorney General
#(b) (6)

From: "Bhirud, Ketan (ODAG)" <(b) (6) >
To: "Milner, Clark EOP/WHO" <(b) (6) >,(b)(6) Gene Hamilton ,(b)(6) Scott Centorino
Cc: "Fox, Jordan (ODAG)" <(b) (6) >
Subject: EO 14281
Date: Thu, 15 May 2025 15:58:05 -0400
Importance: Normal
Attachments: EO_14281_-_Action_Memo_-_05.15.2025_(reitz_sig).pdf; EO_14281_-_Report_-_Final_05.15.2025.pdf; EO_14281_-_Appendix_A_-_Final_05.15.2025.pdf; EO_14281_Restoring_Equality_of_Opportunity_and_Meritocracy_90_FR_17537.pdf

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As requested, FYI.

Ketan Bhirud
Associate Deputy Attorney General
U.S. Department of Justice

From: "Gamble, Nathaniel (ODAG)" <(b) (6)>
To: "Fox, Jordan (ODAG)" <(b) (6)>
Cc: "Simms, Donna Y. (ODAG)" <(b) (6)>, "Brinkley, Winnie (ODAG)" <(b) (6)>, "Brown, Angela M. (ODAG)" <(b) (6)>, "Jag, Rachel (ODAG)" <(b) (6)>, "Nieves, Brian (ODAG)" <(b) (6)>
Subject: RE: Incoming Expedited eCATS # 379101 from OLP - Re: EO 14281 - Ending Disparate-Impact Liability:
Date: Fri, 16 May 2025 19:23:01 -0400
Importance: High
Attachments: Incoming_379101.pdf

Jordan:

Per the attachment and highlighted recommendation below, I will place this document in your office.

Respectfully,

Nathaniel Gamble II
U.S. Department of Justice
Office of the Deputy Attorney General
#(b) (6)

From: Jag, Rachel (ODAG) <(b) (6)>
Sent: Friday, May 16, 2025 6:03 PM
To: Gamble, Nathaniel (ODAG) <(b) (6)>; Nieves, Brian (ODAG) <(b) (6)>
Cc: Fox, Jordan (ODAG) <(b) (6)>; Simms, Donna Y. (ODAG) <(b) (6)>; Brinkley, Winnie (ODAG) <(b) (6)>; Brown, Angela M. (ODAG) <(b) (6)>
Subject: RE: Incoming Expedited eCATS # 379101 from OLP - Re: EO 14281 - Ending Disparate-Impact Liability:

I recommend approval for this – thank you!

Rachel L. Jag
Associate Deputy Attorney General
U.S. Department of Justice

From: Gamble, Nathaniel (ODAG) <(b) (6)>
Sent: Thursday, May 15, 2025 3:48 PM
To: Jag, Rachel (ODAG) <(b) (6)>; Nieves, Brian (ODAG) <(b) (6)>
Cc: Fox, Jordan (ODAG) <(b) (6)>; Simms, Donna Y. (ODAG) <(b) (6)>; Brinkley, Winnie (ODAG) <(b) (6)>; Brown, Angela M. (ODAG) <(b) (6)>
Subject: Incoming Expedited eCATS # 379101 from OLP - Re: EO 14281 - Ending Disparate-Impact Liability:
Importance: High

Duplicative Information - See Document ID #61687.1

From: "Matthews, Matrina (OLP)" <(b) (6)>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Cc: "Schilling, Nicholas (OLP)" <(b) (6)>, "Moore-Glasgow, Shernita (OLP)" <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package
Date: Mon, 19 May 2025 15:18:45 -0400
Importance: Normal

You're welcome!

Matrina F. Matthews
Executive Officer for
Office of Legal Policy,
U.S. Department of Justice
(b) (6) Office
(b) (6) Cell

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Monday, May 19, 2025 3:16 PM
To: Matthews, Matrina (OLP) <(b) (6)>
Cc: Schilling, Nicholas (OLP) <(b) (6)>; Moore-Glasgow, Shernita (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package

Thank you, Matrina!

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Matthews, Matrina (OLP) <(b) (6)>
Sent: Monday, May 19, 2025 3:16 PM
To: Haviland, Aaron (OLP) <(b) (6)>
Cc: Schilling, Nicholas (OLP) <(b) (6)>; Moore-Glasgow, Shernita (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package

Hi All,

The document has been signed by DAG Blanche, scanned into eCATS and ready for OAG review.

Thanks

Matrina F. Matthews
Executive Officer for

Office of Legal Policy,
U.S. Department of Justice
(b) (6) Office
(b) (6) Cell

From: Matthews, Matrina (OLP)
Sent: Monday, May 19, 2025 11:39 AM
To: Haviland, Aaron (OLP) <(b) (6)>
Cc: Schilling, Nicholas (OLP) <(b) (6)>; Moore-Glasgow, Shernita (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package

Thanks for your email, Aaron,

The package is still in ODAG, I am waiting on a response to the status. I will keep you posted.

Best,

Matrina F. Matthews
Executive Officer for
Office of Legal Policy,
U.S. Department of Justice
(b) (6) Office
(b) (6) Cell

From: Haviland, Aaron (OLP) <(b) (6)>
Sent: Monday, May 19, 2025 11:26 AM
To: Matthews, Matrina (OLP) <(b) (6)>
Cc: Schilling, Nicholas (OLP) <(b) (6)>; Moore-Glasgow, Shernita (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package

Sorry, forgot that Shernita was out of the office. Matrina, would you please check on this today? Thank you!

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Haviland, Aaron (OLP)
Sent: Monday, May 19, 2025 11:24 AM
To: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>; Schilling, Nicholas (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package

Shernita,
Would you please check on the status of ECATS package # ECATS-2025-379101 (the EO 14281 report due to the President on 5/23)? If possible, I would like to know who exactly in ODAG has it and whether they will be

able to meet today's deadline to get it to the OAG.

Thank you!

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Sent: Friday, May 16, 2025 9:25 AM
To: Schilling, Nicholas (OLP) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>; Haviland, Aaron (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package

You're welcome.

Shernita M. Moore-Glasgow
Paralegal Specialist
Office of Legal Policy
U.S. Department of Justice
950 Pennsylvania Avenue, NW
Washington, DC 20530
Phone: (b) (6)

From: Schilling, Nicholas (OLP) <(b) (6)>
Sent: Friday, May 16, 2025 9:15 AM
To: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>; Haviland, Aaron (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package

Great thanks!

From: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Sent: Friday, May 16, 2025 9:14 AM
To: Schilling, Nicholas (OLP) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>; Haviland, Aaron (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package

Hi Nicholas,

The package was received in ODAG yesterday at 2:13pm with a due date of 5/19.

Shernita M. Moore-Glasgow
Paralegal Specialist
Office of Legal Policy
U.S. Department of Justice
950 Pennsylvania Avenue, NW
Washington, DC 20530
Phone: (b) (6)

From: Schilling, Nicholas (OLP) <(b) (6)>
Sent: Friday, May 16, 2025 8:55 AM
To: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>; Haviland, Aaron (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package

Shernita, this ECATS package has a very tight turnaround for ODAG and OAG to sign (next Thursday/Friday).

Do you mind checking in with OES to see where this is? Thank you!

From: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Sent: Thursday, May 15, 2025 11:55 AM
To: Schilling, Nicholas (OLP) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>; Haviland, Aaron (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package

Nicholas,

The workflow # for this is: ECATS-2025-379101.

Shernita M. Moore-Glasgow
Paralegal Specialist
Office of Legal Policy
U.S. Department of Justice
950 Pennsylvania Avenue, NW
Washington, DC 20530
Phone: (b) (6)

From: Schilling, Nicholas (OLP) <(b) (6)>
Sent: Thursday, May 15, 2025 11:06 AM
To: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>; Haviland, Aaron (OLP) <(b) (6)>
Subject: EO 14281 - Report ECATS Package
Importance: High

Duplicative Information - See Document ID #26715.1

From: "Brinkley, Winnie (ODAG)" <(b) (6)>
To: "Jag, Rachel (ODAG)" <(b) (6)>, "Gamble, Nathaniel (ODAG)" <(b) (6)>, "Nieves, Brian (ODAG)" <(b) (6)>
Cc: "Fox, Jordan (ODAG)" <(b) (6)>, "Simms, Donna Y. (ODAG)" <(b) (6)>, "Brown, Angela M. (ODAG)" <(b) (6)>, "Brinkley, Winnie (ODAG)" <(b) (6)>, "Diggs, Mary E. (ODAG)" <(b) (6)>
Subject: RE: Incoming Expedited eCATS # 379101 from OLP - Re: EO 14281 - Ending Disparate-Impact Liability:
Date: Mon, 19 May 2025 15:40:10 -0400
Importance: Normal
Attachments: signed_eCATS_379101_0001.pdf

DAG has signed. Package picked up by Exec Sec.

Winnie Brinkley
Staff Assistant
Office of the Deputy Attorney General
Tel: (b) (6) (direct)
Main Office: (b) (6)

From: Jag, Rachel (ODAG) <(b) (6)>
Sent: Friday, May 16, 2025 6:03 PM
To: Gamble, Nathaniel (ODAG) <(b) (6)>; Nieves, Brian (ODAG) <(b) (6)>
Cc: Fox, Jordan (ODAG) <(b) (6)>; Simms, Donna Y. (ODAG) <(b) (6)>; Brinkley, Winnie (ODAG) <(b) (6)>; Brown, Angela M. (ODAG) <(b) (6)>
Subject: RE: Incoming Expedited eCATS # 379101 from OLP - Re: EO 14281 - Ending Disparate-Impact Liability:

Duplicative Information - See Document ID #61644.1

U.S. Department of Justice

Office of Legal Policy

Washington, D.C. 20530

May 15, 2025

MEMORANDUM FOR THE ATTORNEY GENERAL

THROUGH: THE DEPUTY ATTORNEY GENERAL

FROM: Aaron Reitz
Assistant Attorney General

AARON REITZ
Digitally signed by AARON REITZ
Date: 2025.05.15 10:58:54 -04'00'

SUBJECT: Proposed Justice Department Report Pursuant to Executive Order (EO) 14281, *Restoring Equality of Opportunity and Meritocracy*

PURPOSE: To review and approve the "Ending Disparate-Impact Liability" report, which will be submitted to the President, through the Assistant to the President for Domestic Policy, in accordance with EO 14281.

AG DECISION REQUESTED BY: EXPEDITED—THURSDAY, MAY 22

REQUIRED DUE DATE: The proposed report must be transmitted to the President through the Assistant to the President for Domestic Policy by Friday, May 23, as required by EO 14281.

EXECUTIVE SUMMARY: President Trump issued EO 14281, *Restoring Equality of Opportunity and Meritocracy*, on April 23, 2025, attached. In Section 5(b) of the EO, the President directed the Attorney General to submit a report to him, through the Assistant to the President for Domestic Policy, discussing: "(i) all existing regulations, guidance, rules, or orders that impost disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and (ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities." The Office of Legal Policy (OLP) drafted the report in conference with the Civil Rights Division, as well as with multiple entities inside and outside the Department. OLP now presents to you a proposed report for your review and approval.

DISCUSSION AND TIMELINE:

Date	Action
Apr. 25	OLP tasked with leading the drafting effort of the report required by Section 5(b) of the EO.
Apr. 28	OLP emailed the following agencies and Department of Justice components instructing them to review all their regulations and guidance documents, determine whether they satisfy the criteria of EO § 5(b), and report their findings to OLP by May 8: - Department of Agriculture (USDA)

Date	Action
	- Department of Commerce (DOC) - Department of Defense (DOD) - Department of Education (ED) - Department of Energy (DOE) - Department of Health and Human Services (HHS) - Department of Homeland Security (DHS) - Department of Housing and Urban Development (HUD) - Department of the Interior (DOI) - Department of Labor (DOL) - Department of States (DOS) - Department of Transportation (DOT) - Department of the Treasury (Treasury) - Department of Veterans Affairs (VA) - Consumer Financial Protection Bureau (CFPB) - Environmental Protection Agency (EPA) - Equal Employment Opportunity Commission (EEOC) - Federal Trade Commission (FTC) - General Services Administration (GSA) - Small Business Administration (SBA) - Department of Justice Antitrust Division (ATR) - Department of Justice Civil Division (CIV) - Department of Justice Criminal Division (CRM) - Department of Justice Civil Rights Division (CRT) - Department of Justice Energy and Natural Resources Division (ENRD) - Department of Justice Executive Office of U.S. Attorneys (EOUSA) - Department of Justice Federal Bureau of Investigation (FBI) - Department of Justice Office of Access to Justice (OAJ) - Department of Justice Office of Community Oriented Policing Services (COPS) - Department of Justice Office of Justice Programs (OJP) - Department of Justice Office of Violence Against Women (OVW)
May 8–14	Most of the above components and agencies provided inputs responsive to Section 5(b) of the EO. (b) (5) [redacted]
May 14	OLP provided the first draft of proposed report to the Office of the Deputy Attorney General (ODAG).

CONSULTATION: ATR, CIV, CRM, CRT, ENRD, EOUSA, FBI, OAJ, COPS, OJP, OVW.

OTHER STAKEHOLDERS: USDA, DOC, DOD, ED, DOE, HHS, DHS, HUD, DOI, DOL, DOS, DOT, Treasury, VA, CFPB EPA, EEOC, FTC, GSA, SBA.

RECOMMENDATION: OLP recommends that you approve the proposed report and route it, along with the transmittal cover letter, to the President, through the Assistant to the President for Domestic Policy, no later than May 23.

APPROVE: _____

Concurring Component(s):
n/a

Non-Concurring Component(s):
n/a

DISAPPROVE: _____

OTHER: _____

Attachment(s)

- Executive Order 14281, *Restoring Equality of Opportunity and Meritocracy* (Apr. 26, 2025).
- Draft proposed report, *Ending Disparate-Impact Liability*.
- List of existing rules, guidance, rules, or orders that impose disparate-impact liability or similar requirements. These items are responsive to Section 5(b) of the EO and are referred to as Appendix A to the report.
- Draft transmittal letter from the Attorney General to the President, through the Assistant to the President for Domestic Policy.

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Reitz, Aaron (OLP)" <(b) (6)>
Subject: DRAFT ODAG-OLP Weekly Agenda
Date: Tue, 20 May 2025 11:26:32 -0400
Importance: Normal
Attachments: ODAG-OLP_DRAFT_Weekly_Agenda_(05.21.2025).docx

Aaron,

Attached is a draft agenda for our meeting tomorrow night with the DAG for your review. I've added two items (one related to a human trafficking report and another related to responsibilities of OES—the Secretariat) that I'd like to discuss.

Thanks!

Nicholas Schilling Jr.
U.S. Department of Justice
Office of Legal Policy, Chief of Staff
(b) (6)
Cell: (b) (6)

ODAG-OLP Weekly Meeting
May 21, 2025

Removed per scoping agreement

Removed per scoping agreement

2. **For DAG awareness**
   a. With AG:
      i. EO 14281 *Restoring Equality of Opportunity and Meritocracy* (disparate impact): DAG signed Mon, May 19; deadline to submit is Fri, May 23

Removed per scoping agreement

Commented [NS2]: Moved from "ODAG action"
Schilling, Nicholas (OLP)
2025-05-20 11:19:00

Removed per scoping agreement

Removed per scoping agreement

From: "Reitz, Aaron (OLP)" <(b) (6) >
To: "Schilling, Nicholas (OLP)" <(b) (6) >
Subject: RE: DRAFT ODAG-OLP Weekly Agenda
Date: Tue, 20 May 2025 11:28:19 -0400
Importance: Normal
Attachments: ODAG-OLP_Weekly_Agenda_(05.14.2025).njs.afr.docx

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Thanks. I don't think I ever sent you an electronic version of what I actually brought to our DAG meeting last week. It's attached here. Can you cross-check what you sent me against this version and send me a new red-lined?

Aaron F. Reitz
Assistant Attorney General
Office of Legal Policy
U.S. Department of Justice
Work: (b) (6)
Cell: (b) (6)

From: Schilling, Nicholas (OLP) <(b) (6) >
Sent: Tuesday, May 20, 2025 11:27 AM
To: Reitz, Aaron (OLP) <(b) (6) >
Subject: DRAFT ODAG-OLP Weekly Agenda

Duplicative Information - See Document ID #60843.1

ODAG-OLP Weekly Meeting
May 14, 2025

1. **For ODAG action**

Removed per scoping agreement

c. EO 14281 *Restoring Equality of Opportunity and Meritocracy* (disparate impact): coming to ODAG shortly
    i. Due to POTUS/DPC on Fri, May 23

Removed per scoping agreement

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Reitz, Aaron (OLP)" <(b) (6)>
Subject: RE: DRAFT ODAG-OLP Weekly Agenda
Date: Tue, 20 May 2025 11:44:42 -0400
Importance: Normal
Attachments: ODAG-OLP_DRAFT_Weekly_Agenda_(05.21.2025).njs.docx

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Updated redlined attached.

From: Reitz, Aaron (OLP) <(b) (6)>
Sent: Tuesday, May 20, 2025 11:28 AM
To: Schilling, Nicholas (OLP) <(b) (6)>
Subject: RE: DRAFT ODAG-OLP Weekly Agenda

Duplicative Information - See Document ID #60824.1

ODAG-OLP Weekly Meeting
May 2114, 2025

1. **For ODAG action**

Removed per scoping agreement

~~c. EO 14281 *Restoring Equality of Opportunity and Meritocracy* (disparate impact): coming to ODAG shortly~~

~~i. Due to POTUS/DPC on Fri, May 23~~

Removed per scoping agreement

2. **For DAG awareness**
   a. With AG:
      i. EO 14281 *Restoring Equality of Opportunity and Meritocracy* (disparate impact): DAG signed Mon, May 19; due to POTUS/DPC on Fri, May 23

Removed per scoping agreement

Commented [NS1]: Moved from "ODAG action"
Schilling, Nicholas (OLP)
2025-05-20 11:32:00

Removed per scoping agreement

Removed per scoping agreement

From: "Braniff, Andrew (CRT)" <(b) (6)>
To: "Geissler, Jonas (CRT)" <(b) (6)>, "Bhirud, Ketan (ODAG)" <(b) (6)>, "Fox, Jordan (ODAG)" <(b) (6)>, "Henricks, Aaron (ODAG)" <(b) (6)>, "Day, Vance (ODAG)" <(b) (6)>
Cc: "Dhillon, Harmeet K. (CRT)" <(b) (6)>, "Warner, Mac (CRT)" <(b) (6)>, "Zandi, Matt (CRT)" <(b) (6)>, "Manion, Jason (OASG)" <(b) (6)>, "Gates, Michael (CRT)" <(b) (6)>, "Brown, Gregory (CRT)" <(b) (6)>, "Feaman, Peter (CRT)" <(b) (6)>, "Sell, Eric (CRT)" <(b) (6)>, "Morrison, Jeffrey (CRT)" <(b) (6)>, "Darlington, Andrew (CRT)" <(b) (6)>, "Pinion, Hilary Funk (CRT)" <(b) (6)>, "Terrell, Leo (CRT)" <(b) (6)>, "Osete, Jesus (CRT)" <(b) (6)>, "Cumbee, Deborah (CRT)" <(b) (6)>
Subject: CRT - Weekly CRT/DOJ EO Highlights for White House Briefings
Date: Wed, 21 May 2025 10:02:57 -0400
Importance: Normal
Attachments: 5-21-25_CRT_submission_for_ODAG_and_OASG_EO_Report_-_FINAL_AAER_v_Bennett.docx

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Jordan, Vance, Ketan, and Aaron:

Attached is CRT's combined EO report.

Feel free to contact Andrew Braniff with questions, comments, concerns or updates.

Thank you.

Andrew Braniff | Acting Chief
Civil Rights Division, Appellate Section
U.S. Department of Justice
950 Pennsylvania Ave. NW | Washington, DC 20530
(b) (6) | (b) (6)

Department of Justice

CRT and DOJ EO Accomplishments
(05/14-5/28/2025)
Highlighted dates for upcoming deadlines

Removed per scoping agreement

#61572.1

Department of Justice

Removed per scoping agreement

EO 14281 Restoring Equality of Opportunity and Meritocracy

- **Reporting Violations:** On May 23, 2025, CRT, in coordination with OLP and the heads of all other agencies, shall report to the President, through the Assistant to the President for Domestic Policy: (i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and (ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.

Removed per scoping agreement

From: "Bhirud, Ketan (ODAG)" <(b) (6)>
To: "Braniff, Andrew (CRT)" <(b) (6)>
Subject: FW: CRT - Weekly CRT/DOJ EO Highlights for White House Briefings
Date: Wed, 21 May 2025 10:09:46 -0400
Importance: Normal
Attachments: 5-21-25_CRT_submission_for_ODAG_and_OASG_EO_Report_-_FINAL_AAER_v_Bennett.docx

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I think you might have sent the wrong file. This has track changes and comments.

Ketan Bhirud
Associate Deputy Attorney General
U.S. Department of Justice

From: Braniff, Andrew (CRT) <(b) (6)>
Sent: Wednesday, May 21, 2025 10:03 AM
To: Geissler, Jonas (CRT) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>; Fox, Jordan (ODAG) <(b) (6)>; Henricks, Aaron (ODAG) <(b) (6)>; Day, Vance (ODAG) <(b) (6)>
Cc: Dhillon, Harmeet K. (CRT) <(b) (6)>; Warner, Mac (CRT) <(b) (6)>; Zandi, Matt (CRT) <(b) (6)>; Manion, Jason (OASG) <(b) (6)>; Gates, Michael (CRT) <(b) (6)>; Brown, Gregory (CRT) <(b) (6)>; Feaman, Peter (CRT) <(b) (6)>; Sell, Eric (CRT) <(b) (6)>; Morrison, Jeffrey (CRT) <(b) (6)>; Darlington, Andrew (CRT) <(b) (6)>; Pinion, Hilary Funk (CRT) <(b) (6)>; Terrell, Leo (CRT) <(b) (6)>; Osete, Jesus (CRT) <(b) (6)>; Cumbee, Deborah (CRT) <(b) (6)>
Subject: CRT - Weekly CRT/DOJ EO Highlights for White House Briefings

Duplicative Information - See Document ID #60990.1

From: "Braniff, Andrew (CRT)" <(b) (6)>
To: "Geissler, Jonas (CRT)" <(b) (6)>, "Bhirud, Ketan (ODAG)" <(b) (6)>, "Fox, Jordan (ODAG)" <(b) (6)>, "Henricks, Aaron (ODAG)" <(b) (6)>, "Day, Vance (ODAG)" <(b) (6)>
Cc: "Dhillon, Harmeet K. (CRT)" <(b) (6)>, "Warner, Mac (CRT)" <(b) (6)>, "Zandi, Matt (CRT)" <(b) (6)>, "Manion, Jason (OASG)" <(b) (6)>, "Gates, Michael (CRT)" <(b) (6)>, "Brown, Gregory (CRT)" <(b) (6)>, "Feaman, Peter (CRT)" <(b) (6)>, "Sell, Eric (CRT)" <(b) (6)>, "Morrison, Jeffrey (CRT)" <(b) (6)>, "Darlington, Andrew (CRT)" <(b) (6)>, "Pinion, Hilary Funk (CRT)" <(b) (6)>, "Terrell, Leo (CRT)" <(b) (6)>, "Osete, Jesus (CRT)" <(b) (6)>, "Cumbee, Deborah (CRT)" <(b) (6)>
Subject: RE: CRT - Weekly CRT/DOJ EO Highlights for White House Briefings
Date: Wed, 21 May 2025 10:17:06 -0400
Importance: Normal
Attachments: 5-21-25_CRT_submission_for_ODAG_and_OASG_EO_Report_-_FINAL_.docx

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Apologies all, please use this updated and clean version.

Attached is CRT's combined EO report.

Feel free to contact Andrew Braniff with questions, comments, concerns or updates.

Thank you.

Andrew Braniff | Acting Chief
Civil Rights Division, Appellate Section
U.S. Department of Justice
950 Pennsylvania Ave. NW | Washington, DC 20530
(b) (6) | (b) (6)

Department of Justice

CRT and DOJ EO Accomplishments
(05/14-5/28/2025)
Highlighted dates for upcoming deadlines

Removed per scoping agreement



EO 14281 Restoring Equality of Opportunity and Meritocracy

- **Reporting Violations:** On May 23, 2025, CRT, in coordination with OLP and the heads of all other agencies, shall report to the President, through the Assistant to the President for Domestic Policy: (i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and (ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.

From: "Reitz, Aaron (OLP)" <(b) (6) >
To: "Schilling, Nicholas (OLP)" <(b) (6) >
Subject: RE: DRAFT ODAG-OLP Weekly Agenda
Date: Thu, 22 May 2025 14:13:45 -0400
Importance: Normal
Attachments: ODAG-OLP_DRAFT_Weekly_Agenda_(05.21.2025).docx

Aaron F. Reitz
Assistant Attorney General
Office of Legal Policy
U.S. Department of Justice
Work: (b) (6)
Cell: (b) (6)

From: Schilling, Nicholas (OLP) <(b) (6) >
Sent: Thursday, May 22, 2025 1:57 PM
To: Reitz, Aaron (OLP) <(b) (6) >
Subject: RE: DRAFT ODAG-OLP Weekly Agenda

When you get a chance, could you send me the final digital version of yesterday's agenda?

From: Schilling, Nicholas (OLP)
Sent: Tuesday, May 20, 2025 11:45 AM
To: Reitz, Aaron (OLP) <(b) (6) >
Subject: RE: DRAFT ODAG-OLP Weekly Agenda

Duplicative Information - See Document ID #60778.1

ODAG-OLP Weekly Meeting
May 21, 2025

Removed per scoping agreement

2. **For DAG awareness**
   a. With AG:
      i. EO 14281 *Restoring Equality of Opportunity and Meritocracy* (disparate impact): DAG signed Mon, May 19; due to POTUS/DPC on Fri, May 23

Removed per scoping agreement

From: "Moore-Glasgow, Shernita (OLP)" <(b) (6)>
To: "Schilling, Nicholas (OLP)" <(b) (6)>
Cc: "Matthews, Matrina (OLP)" <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101
Date: Fri, 23 May 2025 12:15:08 -0400
Importance: Normal
Inline-Images: image001.jpg; image002.jpg

Will do.

Shernita M. Moore-Glasgow
Paralegal Specialist
Office of Legal Policy
U.S. Department of Justice
950 Pennsylvania Avenue, NW
Washington, DC 20530
Phone: (b) (6)

From: Schilling, Nicholas (OLP) <(b) (6)>
Sent: Friday, May 23, 2025 12:15 PM
To: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101

Thank you, Shernita. Please let OES know that OLP will transmit the package and letter.

From: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Sent: Friday, May 23, 2025 11:57 AM
To: Schilling, Nicholas (OLP) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>
Subject: FW: EO 14281 - Report ECATS Package - ECATS-2025-379101
Importance: High

Hi Nicholas,

The AG has signed this package, please see Pricillia's email below and advise. Please note, OES has handled transmission previously.

Shernita M. Moore-Glasgow
Paralegal Specialist
Office of Legal Policy
U.S. Department of Justice
950 Pennsylvania Avenue, NW
Washington, DC 20530
Phone: (b) (6)

From: Bodger, Pricillia (OES) <(b) (6)>
Sent: Friday, May 23, 2025 11:36 AM
To: Moore-Glasgow, Shernita (OLP) <(b) (6)>

Cc: Matthews, Matrina (OLP) <(b) (6) >
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101

Shernita,

This pkg has been signed by the AG. A complete copy of the signed pkg is attached. Please advise if OLP will submit to the President, or if you would like for OES to transmit. Also, please advise who can accept the original letter to the President.

Respectfully Submitted,

Pricillia Bodger
Correspondence Management Analyst
U.S. Department of Justice
Office of the Executive Secretariat

Desk: (b) (6)
Mobile: (b) (6)
Email: (b) (6)

To access OES's Intranet, please click HERE.

From: Moore-Glasgow, Shernita (OLP) <(b) (6) >
Sent: Thursday, May 15, 2025 11:59 AM
To: DOJExecSecHelp <(b) (6) >
Cc: Matthews, Matrina (OLP) <(b) (6) >
Subject: EO 14281 - Report ECATS Package
Importance: High

Good morning,

Please mark this document expedited because the proposed report must be transmitted to the President through the Assistant to the President for Domestic Policy by Friday, May 23, as required by EO 14281. Please process.

1. The action memo signed by OLP AAG
2. The EO that prompted the report (EO 14281)
3. The proposed report (in PDF and Word)
4. Appendix A to the report
5. A draft transmittal letter for the AG (Word)

Shernita M. Moore-Glasgow
Paralegal Specialist
Office of Legal Policy
U.S. Department of Justice
950 Pennsylvania Avenue, NW
Washington, DC 20530
Phone: (b) (6)

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Haviland, Aaron (OLP)" <(b) (6)>
Subject: FW: EO 14281 - Report ECATS Package - ECATS-2025-379101
Date: Fri, 23 May 2025 12:17:11 -0400
Importance: High
Attachments: AG-signed-ECATS-2025-379101-Action-memo-to-AG-Bondi-from-AAG-Reitz-OLP-re-EO-14281.pdf; Letter_to_the_President_-_EO_14281.pdf
Inline-Images: image001.jpg; image003.jpg

Aaron,

The AG has signed the disparate-impact liability report. Let's prep this for transmission to Vince Haley in the White House. The AAG will send the email. Can you please draft an email, attach the appropriate documents, and then send it to Aaron for his sign off? Happy to discuss as needed

Nicholas

From: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Sent: Friday, May 23, 2025 11:57 AM
To: Schilling, Nicholas (OLP) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>
Subject: FW: EO 14281 - Report ECATS Package - ECATS-2025-379101
Importance: High

Duplicative Information - See Document ID #62159.1

U.S. Department of Justice

Office of Legal Policy

Washington, D.C. 20530

May 15, 2025

MEMORANDUM FOR THE ATTORNEY GENERAL

THROUGH: THE DEPUTY ATTORNEY GENERAL

FROM: Aaron Reitz
Assistant Attorney General

AARON REITZ
Digitally signed by AARON REITZ
Date: 2025.05.15 10:58:54 -04'00'

SUBJECT: Proposed Justice Department Report Pursuant to Executive Order (EO) 14281, *Restoring Equality of Opportunity and Meritocracy*

PURPOSE: To review and approve the "Ending Disparate-Impact Liability" report, which will be submitted to the President, through the Assistant to the President for Domestic Policy, in accordance with EO 14281.

AG DECISION REQUESTED BY: EXPEDITED—THURSDAY, MAY 22

REQUIRED DUE DATE: The proposed report must be transmitted to the President through the Assistant to the President for Domestic Policy by Friday, May 23, as required by EO 14281.

EXECUTIVE SUMMARY: President Trump issued EO 14281, *Restoring Equality of Opportunity and Meritocracy*, on April 23, 2025, attached. In Section 5(b) of the EO, the President directed the Attorney General to submit a report to him, through the Assistant to the President for Domestic Policy, discussing: "(i) all existing regulations, guidance, rules, or orders that impost disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and (ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities." The Office of Legal Policy (OLP) drafted the report in conference with the Civil Rights Division, as well as with multiple entities inside and outside the Department. OLP now presents to you a proposed report for your review and approval.

DISCUSSION AND TIMELINE:

Date	Action
Apr. 25	OLP tasked with leading the drafting effort of the report required by Section 5(b) of the EO.
Apr. 28	OLP emailed the following agencies and Department of Justice components instructing them to review all their regulations and guidance documents, determine whether they satisfy the criteria of EO § 5(b), and report their findings to OLP by May 8: - Department of Agriculture (USDA)

Date	Action
	- Department of Commerce (DOC) - Department of Defense (DOD) - Department of Education (ED) - Department of Energy (DOE) - Department of Health and Human Services (HHS) - Department of Homeland Security (DHS) - Department of Housing and Urban Development (HUD) - Department of the Interior (DOI) - Department of Labor (DOL) - Department of States (DOS) - Department of Transportation (DOT) - Department of the Treasury (Treasury) - Department of Veterans Affairs (VA) - Consumer Financial Protection Bureau (CFPB) - Environmental Protection Agency (EPA) - Equal Employment Opportunity Commission (EEOC) - Federal Trade Commission (FTC) - General Services Administration (GSA) - Small Business Administration (SBA) - Department of Justice Antitrust Division (ATR) - Department of Justice Civil Division (CIV) - Department of Justice Criminal Division (CRM) - Department of Justice Civil Rights Division (CRT) - Department of Justice Energy and Natural Resources Division (ENRD) - Department of Justice Executive Office of U.S. Attorneys (EOUSA) - Department of Justice Federal Bureau of Investigation (FBI) - Department of Justice Office of Access to Justice (OAJ) - Department of Justice Office of Community Oriented Policing Services (COPS) - Department of Justice Office of Justice Programs (OJP) - Department of Justice Office of Violence Against Women (OVW)
May 8–14	Most of the above components and agencies provided inputs responsive to Section 5(b) of the EO. (b) (5)
May 14	OLP provided the first draft of proposed report to the Office of the Deputy Attorney General (ODAG).

CONSULTATION: ATR, CIV, CRM, CRT, ENRD, EOUSA, FBI, OAJ, COPS, OJP, OVW.

OTHER STAKEHOLDERS: USDA, DOC, DOD, ED, DOE, HHS, DHS, HUD, DOI, DOL, DOS, DOT, Treasury, VA, CFPB EPA, EEOC, FTC, GSA, SBA.

RECOMMENDATION: OLP recommends that you approve the proposed report and route it, along with the transmittal cover letter, to the President, through the Assistant to the President for Domestic Policy, no later than May 23.

APPROVE: _____

Concurring Component(s):
n/a

Non-Concurring Component(s):
n/a

DISAPPROVE: _____

OTHER: _____

Attachment(s)

- Executive Order 14281, *Restoring Equality of Opportunity and Meritocracy* (Apr. 26, 2025).
- Draft proposed report, *Ending Disparate-Impact Liability*.
- List of existing rules, guidance, rules, or orders that impose disparate-impact liability or similar requirements. These items are responsive to Section 5(b) of the EO and are referred to as Appendix A to the report.
- Draft transmittal letter from the Attorney General to the President, through the Assistant to the President for Domestic Policy.

From: "Haviland, Aaron (OLP)" <(b) (6)>
To: "Schilling, Nicholas (OLP)" <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101
Date: Fri, 23 May 2025 12:18:10 -0400
Importance: Normal
Inline-Images: image001.jpg; image003.jpg

Will do!

Aaron P. Haviland
U.S. Department of Justice
Office of Legal Policy
(b) (6)
Cell: (b) (6)

From: Schilling, Nicholas (OLP) <(b) (6)>
Sent: Friday, May 23, 2025 12:17 PM
To: Haviland, Aaron (OLP) <(b) (6)>
Subject: FW: EO 14281 - Report ECATS Package - ECATS-2025-379101
Importance: High

Duplicative Information - See Document ID #26675.1

From: "Matthews, Matrina (OLP)" <(b) (6)>
To: "Bodger, Pricillia (OES)" <(b) (6)>, "Moore-Glasgow, Shernita (OLP)" <(b) (6)>, "Schilling, Nicholas (OLP)" <(b) (6)>
Cc: "Messian, Brandon (OAG)" <(b) (6)>, "Vasquez, Cindy (OAG)" <(b) (6)>, "Harwood, Stacy (OAG)" <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101
Date: Fri, 23 May 2025 13:36:35 -0400
Importance: Normal
Inline-Images: image001.jpg; image002.jpg; image005.jpg; image007.jpg; image008.jpg

---

+Nicholas Schilling

The letter to the President is currently in Nicholas possession.

Thanks
Matrina F. Matthews
Executive Officer for
Office of Legal Policy,
U.S. Department of Justice
(b) (6) Office
(b) (6) Cell

From: Bodger, Pricillia (OES) <(b) (6)>
Sent: Friday, May 23, 2025 1:28 PM
To: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>; Messian, Brandon (OAG) <(b) (6)>; Vasquez, Cindy (OAG) <(b) (6)>; Harwood, Stacy (OAG) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101

+ OAG

Shernita/Matrina,

I've looped in the AG's office because I know they are tracking the transmittal of this Report & letter to the President. Brandon, OLP will handle the transmittal and will notify OES when completed for recordkeeping purposes.

Thanks all!

Pricillia Bodger
Correspondence Management Analyst
U.S. Department of Justice
Office of the Executive Secretariat

Desk: (b) (6)
Mobile: (b) (6)
Email: (b) (6)

To access OES's Intranet, please click HERE.

From: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Sent: Friday, May 23, 2025 12:29 PM
To: Bodger, Pricillia (OES) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101

Sure.

Shernita M. Moore-Glasgow
Paralegal Specialist
Office of Legal Policy
U.S. Department of Justice
950 Pennsylvania Avenue, NW
Washington, DC 20530
Phone: (b) (6)

From: Bodger, Pricillia (OES) <(b) (6)>
Sent: Friday, May 23, 2025 12:22 PM
To: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101

Apologies for the multiple emails. Once OLP transmits, can you let us know so we can update eCATS for recordkeeping purposes.

Respectfully Submitted,

Pricillia Bodger
Correspondence Management Analyst
U.S. Department of Justice
Office of the Executive Secretariat

Desk: (b) (6)
Mobile: (b) (6)
Email: (b) (6)

To access OES's Intranet, please click HERE.

From: Bodger, Pricillia (OES)
Sent: Friday, May 23, 2025 12:21 PM
To: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101

Thanks, Shernita. Can I drop the original letter off to you? If so, what is your room #. OES does not maintain original letters.

Respectfully Submitted,

Pricillia Bodger
Correspondence Management Analyst
U.S. Department of Justice
Office of the Executive Secretariat

Desk: (b) (6)
Mobile: (b) (6)
Email: (b) (6)

To access OES's Intranet, please click HERE.

From: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Sent: Friday, May 23, 2025 12:16 PM
To: Bodger, Pricillia (OES) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101

Hi Pricillia,

OLP will transmit the package and letter.

Shernita M. Moore-Glasgow
Paralegal Specialist
Office of Legal Policy
U.S. Department of Justice
950 Pennsylvania Avenue, NW
Washington, DC 20530
Phone: (b) (6)

From: Bodger, Pricillia (OES) <(b) (6)>
Sent: Friday, May 23, 2025 11:36 AM
To: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101

Duplicative Information - See Document ID #26675.1

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Bodger, Pricillia (OES)" <(b) (6)>, "Matthews, Matrina (OLP)" <(b) (6)>, "Moore-Glasgow, Shernita (OLP)" <(b) (6)>
Cc: "Messian, Brandon (OAG)" <(b) (6)>, "Vasquez, Cindy (OAG)" <(b) (6)>, "Harwood, Stacy (OAG)" <(b) (6)>
Subject: Re: EO 14281 - Report ECATS Package - ECATS-2025-379101
Date: Fri, 23 May 2025 13:42:49 -0400
Importance: Normal
Inline-Images: image002.jpg; image005.jpg; image007.jpg; image008.jpg; image011.jpg

---

It is with the AAG for sending

Nicholas Schilling
(b) (6)
Sent from my phone; please excuse any errors.

From: Bodger, Pricillia (OES) <(b) (6)>
Sent: Friday, May 23, 2025 1:41:44 PM
To: Matthews, Matrina (OLP) <(b) (6)>; Moore-Glasgow, Shernita (OLP) <(b) (6)>; Schilling, Nicholas (OLP) <(b) (6)>
Cc: Messian, Brandon (OAG) <(b) (6)>; Vasquez, Cindy (OAG) <(b) (6)>; Harwood, Stacy (OAG) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101

Nicholas,

Can you hold transmitting. We need to fix something.

Respectfully Submitted,

Pricillia Bodger
Correspondence Management Analyst
U.S. Department of Justice
Office of the Executive Secretariat

Desk: (b) (6)
Mobile: (b) (6)
Email: (b) (6)

To access OES's Intranet, please click HERE.

From: Matthews, Matrina (OLP) <(b) (6)>
Sent: Friday, May 23, 2025 1:37 PM
To: Bodger, Pricillia (OES) <(b) (6)>; Moore-Glasgow, Shernita (OLP) <(b) (6)>; Schilling, Nicholas (OLP) <(b) (6)>
Cc: Messian, Brandon (OAG) <(b) (6)>; Vasquez, Cindy (OAG) <(b) (6)>;

Harwood, Stacy (OAG) <(b) (6) >
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101

Duplicative Information - See Document ID #62231.1

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Matthews, Matrina (OLP)" <(b) (6)>, "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101
Date: Fri, 23 May 2025 15:46:03 -0400
Importance: Normal
Inline-Images: image001.jpg; image003.jpg; image004.jpg; image006.jpg; image009.jpg

---

Okay; yes, I got that email. I then spoke to Pricillia, and she said everything was fine. I have not received a new or revised package. Have you?

From: Matthews, Matrina (OLP) <(b) (6)>
Sent: Friday, May 23, 2025 3:45 PM
To: Haviland, Aaron (OLP) <(b) (6)>; Schilling, Nicholas (OLP) <(b) (6)>
Subject: FW: EO 14281 - Report ECATS Package - ECATS-2025-379101

FYI

From: Bodger, Pricillia (OES) <(b) (6)>
Sent: Friday, May 23, 2025 1:42 PM
To: Matthews, Matrina (OLP) <(b) (6)>; Moore-Glasgow, Shernita (OLP) <(b) (6)>; Schilling, Nicholas (OLP) <(b) (6)>
Cc: Messian, Brandon (OAG) <(b) (6)>; Vasquez, Cindy (OAG) <(b) (6)>; Harwood, Stacy (OAG) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101

Duplicative Information - See Document ID #62966.1

From: "Matthews, Matrina (OLP)" <(b) (6)>
To: "Haviland, Aaron (OLP)" <(b) (6)>, "Schilling, Nicholas (OLP)" <(b) (6)>
Subject: FW: EO 14281 - Report ECATS Package - ECATS-2025-379101
Date: Fri, 23 May 2025 15:46:04 -0400
Importance: Normal
Attachments: AG-signed-ECATS-2025-379101-Action-memo-to-AG-Bondi-from-AAG-Reitz-OLP-re-EO-14281.pdf
Inline-Images: image001.jpg; image003.jpg; image005.jpg

FYI

From: Bodger, Pricillia (OES) <(b) (6)>
Sent: Friday, May 23, 2025 3:19 PM
To: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101

Shernita/Matrina,

Please disregard the previous version of the signed pkg (the AG signed action memo was not dated). Attached is the final version.

Respectfully Submitted,

Pricillia Bodger
Correspondence Management Analyst
U.S. Department of Justice
Office of the Executive Secretariat

Desk: (b) (6)
Mobile: (b) (6)
Email: (b) (6)

To access OES's Intranet, please click HERE.

From: Bodger, Pricillia (OES)
Sent: Friday, May 23, 2025 11:36 AM
To: Moore-Glasgow, Shernita (OLP) <(b) (6)>
Cc: Matthews, Matrina (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101

Duplicative Information - See Document ID #62159.2

U.S. Department of Justice

Office of Legal Policy

Washington, D.C. 20530

May 15, 2025

MEMORANDUM FOR THE ATTORNEY GENERAL

THROUGH: THE DEPUTY ATTORNEY GENERAL

FROM: Aaron Reitz
Assistant Attorney General

AARON REITZ
Digitally signed by AARON REITZ
Date: 2025.05.15 10:58:54 -04'00'

SUBJECT: Proposed Justice Department Report Pursuant to Executive Order (EO) 14281, *Restoring Equality of Opportunity and Meritocracy*

PURPOSE: To review and approve the "Ending Disparate-Impact Liability" report, which will be submitted to the President, through the Assistant to the President for Domestic Policy, in accordance with EO 14281.

AG DECISION REQUESTED BY: EXPEDITED—THURSDAY, MAY 22

REQUIRED DUE DATE: The proposed report must be transmitted to the President through the Assistant to the President for Domestic Policy by Friday, May 23, as required by EO 14281.

EXECUTIVE SUMMARY: President Trump issued EO 14281, *Restoring Equality of Opportunity and Meritocracy*, on April 23, 2025, attached. In Section 5(b) of the EO, the President directed the Attorney General to submit a report to him, through the Assistant to the President for Domestic Policy, discussing: "(i) all existing regulations, guidance, rules, or orders that impost disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and (ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities." The Office of Legal Policy (OLP) drafted the report in conference with the Civil Rights Division, as well as with multiple entities inside and outside the Department. OLP now presents to you a proposed report for your review and approval.

DISCUSSION AND TIMELINE:

Date	Action
Apr. 25	OLP tasked with leading the drafting effort of the report required by Section 5(b) of the EO.
Apr. 28	OLP emailed the following agencies and Department of Justice components instructing them to review all their regulations and guidance documents, determine whether they satisfy the criteria of EO § 5(b), and report their findings to OLP by May 8: - Department of Agriculture (USDA)

Date	Action
	- Department of Commerce (DOC) - Department of Defense (DOD) - Department of Education (ED) - Department of Energy (DOE) - Department of Health and Human Services (HHS) - Department of Homeland Security (DHS) - Department of Housing and Urban Development (HUD) - Department of the Interior (DOI) - Department of Labor (DOL) - Department of States (DOS) - Department of Transportation (DOT) - Department of the Treasury (Treasury) - Department of Veterans Affairs (VA) - Consumer Financial Protection Bureau (CFPB) - Environmental Protection Agency (EPA) - Equal Employment Opportunity Commission (EEOC) - Federal Trade Commission (FTC) - General Services Administration (GSA) - Small Business Administration (SBA) - Department of Justice Antitrust Division (ATR) - Department of Justice Civil Division (CIV) - Department of Justice Criminal Division (CRM) - Department of Justice Civil Rights Division (CRT) - Department of Justice Energy and Natural Resources Division (ENRD) - Department of Justice Executive Office of U.S. Attorneys (EOUSA) - Department of Justice Federal Bureau of Investigation (FBI) - Department of Justice Office of Access to Justice (OAJ) - Department of Justice Office of Community Oriented Policing Services (COPS) - Department of Justice Office of Justice Programs (OJP) - Department of Justice Office of Violence Against Women (OVW)
May 8–14	Most of the above components and agencies provided inputs responsive to Section 5(b) of the EO. (b) (5)
May 14	OLP provided the first draft of proposed report to the Office of the Deputy Attorney General (ODAG).

CONSULTATION: ATR, CIV, CRM, CRT, ENRD, EOUSA, FBI, OAJ, COPS, OJP, OVW.

OTHER STAKEHOLDERS: USDA, DOC, DOD, ED, DOE, HHS, DHS, HUD, DOI, DOL, DOS, DOT, Treasury, VA, CFPB EPA, EEOC, FTC, GSA, SBA.

RECOMMENDATION: OLP recommends that you approve the proposed report and route it, along with the transmittal cover letter, to the President, through the Assistant to the President for Domestic Policy, no later than May 23.

APPROVE: _____

May 23, 2025

Concurring Component(s):
n/a

Non-Concurring Component(s):
n/a

DISAPPROVE: _____

OTHER: _____

Attachment(s)

- Executive Order 14281, *Restoring Equality of Opportunity and Meritocracy* (Apr. 26, 2025).
- Draft proposed report, *Ending Disparate-Impact Liability*.
- List of existing rules, guidance, rules, or orders that impose disparate-impact liability or similar requirements. These items are responsive to Section 5(b) of the EO and are referred to as Appendix A to the report.
- Draft transmittal letter from the Attorney General to the President, through the Assistant to the President for Domestic Policy.

From: "Matthews, Matrina (OLP)" <(b) (6)>
To: "Schilling, Nicholas (OLP)" <(b) (6)>, "Haviland, Aaron (OLP)" <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101
Date: Fri, 23 May 2025 15:58:44 -0400
Importance: Normal
Inline-Images: image001.jpg; image002.jpg; image004.jpg

FYI: Please send a confirmation email to the following persons once AAG Aaron has sent the package to the WH:

(b)(6) Brandon Messian
(b)(6) Stacy Harwood
(b)(6) Pricillia Bodger
cc : (b)(6) OLP LRM Mailbox

Thanks

Matrina F. Matthews
Executive Officer for
Office of Legal Policy,
U.S. Department of Justice
(b) (6) Office
(b) (6) Cell

From: Schilling, Nicholas (OLP) <(b) (6)>
Sent: Friday, May 23, 2025 3:47 PM
To: Matthews, Matrina (OLP) <(b) (6)>; Haviland, Aaron (OLP) <(b) (6)>
Subject: RE: EO 14281 - Report ECATS Package - ECATS-2025-379101

Thanks, Matrina.

Aaron H., the action memo wasn't dated by the AG's signature, so nothing that we shared with the AAG needs to be changed. However, we should drop this package down into our records.

Thanks all—crisis averted!

From: Matthews, Matrina (OLP) <(b) (6)>
Sent: Friday, May 23, 2025 3:46 PM
To: Haviland, Aaron (OLP) <(b) (6)>; Schilling, Nicholas (OLP) <(b) (6)>
Subject: FW: EO 14281 - Report ECATS Package - ECATS-2025-379101

Duplicative Information - See Document ID #26647.1

From: "Sellers, Angela C - ASAM" <(b)(6) per DOL >
To: (b)(6) DOJ Clearance Requests
Cc: "Haviland, Aaron (OLP)" <(b) (6) >
Subject: [EXTERNAL] EO 14281 Information Request
Date: Tue, 27 May 2025 12:18:41 -0400
Importance: Normal
Attachments: OASAM_Response_to_CTS_61391__Executive_Order_14281.docx
Inline-Images: image001.png

Good afternoon,

In response to your email dated April 28, 2025, the Department of Labor provides the following response:

1. Agencies should review all their regulations in the CFR and all their guidance documents.
   ***Response**:* Complete

2. Agencies should evaluate all the items identified in 1 and determine whether any of the items fall into one or more of the categories set forth in Section 5(b) of the EO. To guide that effort, the agency might consider, among other things, questions such as:
   a. is the agency aware of litigation around a regulation or guidance document;
   b. has Congress contacted agencies about any of the identified items; or
   c. did the agency receive significant public comments about the regulation or guidance document that raised concerns similar to the classes identified in Section 5(b)?
   Response: (b)(5) per DOL

3. Agencies should use their best judgment to fully and faithfully identify regulations and guidance documents responsive to the EO.
   Response: Complete

Angela (Angie) Sellers
(b)(6) per DOL
OASAM/ASAM
U.S. Department of Labor
Desk (b)(6) per DOL |Mobile: (b)(6) per DOL
OASAM OFFICE OF THE ASSISTANT SECRETARY FOR ADMINISTRATION AND MANAGEMENT UNITED STATES DEPARTMENT OF LABOR

From: "Bodger, Pricillia (OES)" <(b) (6)>
To: "Schilling, Nicholas (OLP)" <(b) (6)>, "Harwood, Stacy (OAG)" <(b) (6)>, "Messian, Brandon (OAG)" <(b) (6)>
Cc: "Haviland, Aaron (OLP)" <(b) (6)>, "Matthews, Matrina (OLP)" <(b) (6)>, OLP_LRM Mailbox <(b) (6)>
Subject: RE: EO 14281 - Disparate Impact Liability Report - ECATS-2025-379101
Date: Wed, 28 May 2025 09:03:46 -0400
Importance: Normal
Inline-Images: image001.jpg; image003.jpg

Thank you, Nicholas. OES will update ECATS and close out the work package.

Respectfully Submitted,

Pricillia Bodger
Correspondence Management Analyst
U.S. Department of Justice
Office of the Executive Secretariat

Desk: (b) (6)
Mobile: (b) (6)
Email: (b) (6)

To access OES's Intranet, please click HERE.

From: Schilling, Nicholas (OLP) <(b) (6)>
Sent: Friday, May 23, 2025 4:06 PM
To: Harwood, Stacy (OAG) <(b) (6)>; Messian, Brandon (OAG) <(b) (6)>; Bodger, Pricillia (OES) <(b) (6)>
Cc: Haviland, Aaron (OLP) <(b) (6)>; Matthews, Matrina (OLP) <(b) (6)>; OLP_LRM Mailbox <(b) (6)>
Subject: EO 14281 - Disparate Impact Liability Report - ECATS-2025-379101

Good afternoon, all,

OLP's AAG transmitted the EO 14281 report on disparate impact liability to the White House in the attached email.

Thank you for your help managing the approvals, etc. Have a nice weekend,

Nicholas Schilling Jr.
U.S. Department of Justice
Office of Legal Policy, Chief of Staff
(b) (6)
Cell: (b) (6)

From: "Braniff, Andrew (CRT)" <(b) (6)>
To: "Bhirud, Ketan (ODAG)" <(b) (6)>, "Warner, Mac (CRT)" <(b) (6)>, "Zandi, Matt (CRT)" <(b) (6)>
Cc: "Henricks, Aaron (ODAG)" <(b) (6)>, "Fox, Jordan (ODAG)" <(b) (6)>
Subject: RE: Weekly EO Update
Date: Wed, 28 May 2025 10:35:45 -0400
Importance: Normal
Attachments: 5-28-25_CRT_submission_for_ODAG_and_OASG_EO_Report_Final.docx

---

From: Bhirud, Ketan (ODAG) <(b) (6)>
Sent: Wednesday, May 28, 2025 10:35 AM
To: Warner, Mac (CRT) <(b) (6)>; Zandi, Matt (CRT) <(b) (6)>; Braniff, Andrew (CRT) <(b) (6)>
Cc: Henricks, Aaron (ODAG) <(b) (6)>; Fox, Jordan (ODAG) <(b) (6)>
Subject: RE: Weekly EO Update

Adding Jordan who I left off accidentally.

Ketan Bhirud
Associate Deputy Attorney General
U.S. Department of Justice

From: Bhirud, Ketan (ODAG)
Sent: Wednesday, May 28, 2025 10:35 AM
To: Warner, Mac (CRT) <(b) (6)>; Zandi, Matt (CRT) <(b) (6)>; Braniff, Andrew (CRT) <(b) (6)>
Cc: Henricks, Aaron (ODAG) <(b) (6)>
Subject: Weekly EO Update

Just checking in on CRT's Weekly EO Update for this week. Can you let us know when you are sending that today?

Thanks,

Ketan Bhirud
Associate Deputy Attorney General
U.S. Department of Justice
(b) (6)

Department of Justice

CRT and DOJ EO Accomplishments
(05/21-06/04/2025)
Highlighted dates for upcoming deadlines

Removed per scoping agreement

Removed per scoping agreement

EO 14281 Restoring Equality of Opportunity and Meritocracy

- **Reporting Violations:** On May 23, 2025, CRT, in coordination with OLP and the heads of all other agencies, reported to the President, through the Assistant to the President for Domestic Policy: (i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and (ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.

Removed per scoping agreement

From: "Fox, Jordan (ODAG)" <(b) (6)>
To: "Milner, Clark EOP/WHO" <(b) (6)>, "Hamilton, Gene EOP/WHO" <(b) (6)>, "Kambli, Abhishek (OASG)" <(b) (6)>, "Bhirud, Ketan (ODAG)" <(b) (6)>, "McCommas, Stuart S. EOP/WHO" <(b) (6)>, "Adkisson, Samuel D. EOP/WHO" <(b) (6)>, "Hoyt, Joshua T. EOP/WHO" <(b) (6)>
Cc: "Centorino, Scott G. EOP/WHO" <(b) (6)>, "Overing, John L. EOP/WHO" <(b) (6)>
Subject: RE: Tracking Implementation Wins
Date: Wed, 28 May 2025 12:58:21 -0400
Importance: Normal
Attachments: DOJ_EO_Implementation_Efforts_5.28.25.pdf

Hi all,

Attached please find DOJ's EO implementation updates for this week.

Thank you,
Jordan

Jordan Fox
Chief of Staff
Office of the Deputy Attorney General
(b) (6)

From: Milner, Clark EOP/WHO <(b) (6)>
Sent: Wednesday, May 21, 2025 4:05 PM
To: Hamilton, Gene EOP/WHO <(b) (6)>; Fox, Jordan (ODAG) <(b) (6)>; Kambli, Abhishek (OASG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>; McCommas, Stuart S. EOP/WHO <(b) (6)>; Adkisson, Samuel D. EOP/WHO <(b) (6)>; Hoyt, Joshua T. EOP/WHO <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: [EXTERNAL] RE: Tracking Implementation Wins

Thanks, Jordan.

From: Hamilton, Gene EOP/WHO <(b) (6)>
Sent: Wednesday, May 21, 2025 2:29 PM
To: Fox, Jordan (ODAG) <(b) (6)>; Milner, Clark EOP/WHO <(b) (6)>; Kambli, Abhishek (OASG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>; McCommas, Stuart S. EOP/WHO <(b) (6)>; Adkisson, Samuel D. EOP/WHO <(b) (6)>; Hoyt, Joshua T. EOP/WHO <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: RE: Tracking Implementation Wins

Thank you, Jordan. Also adding Stuart, Josh, and Sam. If possible going forward, please make sure to include them on the distro list. Thank you very much!

From: Fox, Jordan (ODAG) <(b) (6)>
Sent: Wednesday, May 21, 2025 2:08 PM
To: Milner, Clark EOP/WHO <(b) (6)>; Kambli, Abhishek (OASG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Hamilton, Gene EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: RE: Tracking Implementation Wins

Hi Clark,

Attached are DOJ's weekly EO implementation highlights.

Thanks,
Jordan

Jordan N. Fox
Chief of Staff
Office of the Deputy Attorney General
(b) (6)

From: Milner, Clark EOP/WHO <(b) (6)>
Sent: Wednesday, May 14, 2025 4:59 PM
To: Fox, Jordan (ODAG) <(b) (6)>; Kambli, Abhishek (OASG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Hamilton, Gene EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: [EXTERNAL] RE: Tracking Implementation Wins

Thanks!

From: Fox, Jordan (ODAG) <(b) (6)>
Sent: Wednesday, May 14, 2025 11:15 AM
To: Milner, Clark EOP/WHO <(b) (6)>; Kambli, Abhishek (OASG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Hamilton, Gene EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: RE: Tracking Implementation Wins

Hi Clark,

Attached are DOJ's weekly EO implementation highlights.

Thanks,
Jordan

Jordan N. Fox
Chief of Staff
Office of the Deputy Attorney General
(b) (6)

From: Milner, Clark EOP/WHO <(b) (6)>
Sent: Wednesday, May 7, 2025 3:09 PM

To: Fox, Jordan (ODAG) <(b) (6) >; Kambli, Abhishek (OASG) <(b) (6) >; Bhirud, Ketan (ODAG) <(b) (6) >
Cc: Centorino, Scott G. EOP/WHO <(b) (6) >; Hamilton, Gene EOP/WHO <(b) (6) >; Overing, John L. EOP/WHO <(b) (6) >
Subject: [EXTERNAL] RE: Tracking Implementation Wins

Thanks, Jordan.

From: Fox, Jordan (ODAG) <(b) (6) >
Sent: Wednesday, May 7, 2025 11:33 AM
To: Milner, Clark EOP/WHO <(b) (6) >; Kambli, Abhishek (OASG) <(b) (6) >; Bhirud, Ketan (ODAG) <(b) (6) >
Cc: Centorino, Scott G. EOP/WHO <(b) (6) >; Hamilton, Gene EOP/WHO <(b) (6) >; Overing, John L. EOP/WHO <(b) (6) >
Subject: RE: Tracking Implementation Wins

Clark,

Attached please find some of DOJ's EO highlights for this week.

Thanks,
Jordan

Jordan N. Fox
Chief of Staff
Office of the Deputy Attorney General
(b) (6)

From: Milner, Clark EOP/WHO <(b) (6) >
Sent: Wednesday, April 30, 2025 7:18 PM
To: Fox, Jordan (ODAG) <(b) (6) >; Kambli, Abhishek (OASG) <(b) (6) >; Bhirud, Ketan (ODAG) <(b) (6) >
Cc: Centorino, Scott G. EOP/WHO <(b) (6) >; Hamilton, Gene EOP/WHO <(b) (6) >; Overing, John L. EOP/WHO <(b) (6) >
Subject: [EXTERNAL] RE: Tracking Implementation Wins

Thanks, Jordan!

From: Fox, Jordan (ODAG) <(b) (6) >
Sent: Wednesday, April 30, 2025 10:57 AM
To: Milner, Clark EOP/WHO <(b) (6) >; Kambli, Abhishek (OASG) <(b) (6) >; Bhirud, Ketan (ODAG) <(b) (6) >
Cc: Centorino, Scott G. EOP/WHO <(b) (6) >; Hamilton, Gene EOP/WHO <(b) (6) >; Overing, John L. EOP/WHO <(b) (6) >
Subject: RE: Tracking Implementation Wins

Clark,

Attached please find some of DOJ's EO highlights for this week.

Thank you,
Jordan

Jordan N. Fox
Chief of Staff
Office of the Deputy Attorney General
(b) (6)

From: Milner, Clark EOP/WHO <(b) (6)>
Sent: Wednesday, April 23, 2025 8:34 PM
To: Fox, Jordan (ODAG) <(b) (6)>; Kambli, Abhishek (OASG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Hamilton, Gene EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: [EXTERNAL] RE: Tracking Implementation Wins

Thanks, Jordan!

From: Fox, Jordan (ODAG) <(b) (6)>
Sent: Wednesday, April 23, 2025 3:14 PM
To: Milner, Clark EOP/WHO <(b) (6)>; Kambli, Abhishek (OASG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Hamilton, Gene EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: RE: Tracking Implementation Wins

Clark,

Attached are some of DOJ's EO highlights for this week.

Thank you,
Jordan

Jordan N. Fox
Chief of Staff
Office of the Deputy Attorney General
(b) (6)

From: Milner, Clark EOP/WHO <(b) (6)>
Sent: Wednesday, April 16, 2025 1:52 PM
To: Fox, Jordan (ODAG) <(b) (6)>; Kambli, Abhishek (OASG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Hamilton, Gene EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: [EXTERNAL] RE: Tracking Implementation Wins

Thanks, Jordan – this is great!

From: Fox, Jordan (ODAG) <(b) (6)>
Sent: Wednesday, April 16, 2025 11:00 AM
To: Milner, Clark EOP/WHO <(b) (6)>; Kambli, Abhishek (OASG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Hamilton, Gene EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: RE: Tracking Implementation Wins

Hi Clark,

Attached are highlights of DOJ's EO implementation wins/updates from the last week. I am also attaching a copy of the Complaint DOJ filed today against Maine's Department of Education.

Thanks,
Jordan

Jordan N. Fox
Chief of Staff
Office of the Deputy Attorney General
(b) (6)

From: Milner, Clark EOP/WHO <(b) (6)>
Sent: Wednesday, April 9, 2025 2:15 PM
To: Kambli, Abhishek (OASG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>; Fox, Jordan (ODAG) <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Hamilton, Gene EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: [EXTERNAL] RE: Tracking Implementation Wins

That's great—thanks! Obviously we'll need to (b) (5).

From: Kambli, Abhishek (OASG) <(b) (6)>
Sent: Wednesday, April 9, 2025 12:43 PM
To: Bhirud, Ketan (ODAG) <(b) (6)>; Milner, Clark EOP/WHO <(b) (6)>; Fox, Jordan (ODAG) <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Hamilton, Gene EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: RE: Tracking Implementation Wins

Here's some background that might be helpful. (b) (5)

[redacted] We're issuing a press release later today.

From: Bhirud, Ketan (ODAG) <(b) (6)>
Sent: Wednesday, April 9, 2025 12:38 PM
To: Milner, Clark EOP/WHO <(b) (6)>; Fox, Jordan (ODAG) <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Hamilton, Gene EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>; Kambli, Abhishek (OASG) <(b) (6)>
Subject: RE: Tracking Implementation Wins

I'm adding Abhi who is working most directly on this. It means (b) (5). I believe we are doing a press release on this today. Abhi will have more information on that.

Ketan Bhirud
Associate Deputy Attorney General
U.S. Department of Justice

From: Milner, Clark EOP/WHO <(b) (6)>
Sent: Wednesday, April 9, 2025 12:33 PM
To: Fox, Jordan (ODAG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Hamilton, Gene EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: [EXTERNAL] RE: Tracking Implementation Wins

Thanks, Jordan. One question: (b) (5)

Removed per scoping agreement

From: Fox, Jordan (ODAG) <(b) (6)>
Sent: Wednesday, April 9, 2025 11:20 AM
To: Milner, Clark EOP/WHO <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Hamilton, Gene EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: RE: Tracking Implementation Wins

Hi Clark,

Attached are highlights of DOJ's EO implementation wins/updates from the last week.

Thanks,
Jordan

Jordan N. Fox
Chief of Staff
Office of the Deputy Attorney General
(b) (6)

From: Milner, Clark EOP/WHO <(b) (6)>
Sent: Wednesday, April 2, 2025 9:26 AM
To: Fox, Jordan (ODAG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Hamilton, Gene EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: [EXTERNAL] RE: Tracking Implementation Wins

Got it. Thanks, Jordan!

From: Fox, Jordan (ODAG) <(b) (6)>
Sent: Wednesday, April 2, 2025 8:53 AM
To: Milner, Clark EOP/WHO <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Hamilton, Gene EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: RE: Tracking Implementation Wins

Good morning Clark,

Attached are some of DOJ's EO implementation wins/actions taken in the last week.

Thank you,
Jordan

Jordan N. Fox
Chief of Staff
Office of the Deputy Attorney General
(b) (6)

From: Milner, Clark EOP/WHO <(b) (6)>
Sent: Thursday, March 27, 2025 1:45 PM
To: Fox, Jordan (ODAG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Hamilton, Gene EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: [EXTERNAL] RE: Tracking Implementation Wins

Thanks, Jordan!

From: Fox, Jordan (ODAG) <(b) (6)>
Sent: Thursday, March 27, 2025 12:10 PM
To: Milner, Clark EOP/WHO <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Hamilton, Gene EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: RE: Tracking Implementation Wins

Clark,

Attached are some of DOJ's key Executive Order implementation wins/actions taken in the last two weeks.

Thank you,
Jordan

Jordan N. Fox
Chief of Staff
Office of the Deputy Attorney General
(b) (6)

From: Milner, Clark EOP/WHO <(b) (6)>
Sent: Tuesday, March 25, 2025 8:58 AM
To: Fox, Jordan (ODAG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>
Cc: Centorino, Scott G. EOP/WHO <(b) (6)>; Hamilton, Gene EOP/WHO <(b) (6)>; Overing, John L. EOP/WHO <(b) (6)>
Subject: [EXTERNAL] Tracking Implementation Wins

Jordan and Ketan,

It would be hugely helpful for our office's tracking/awareness purposes if, **each week (on Tuesday preferably)**, you could just send me a short email noting **key executive-order-related implementation wins/actions taken** by the Department in the previous week—that are appropriate for sharing/public consumption, of course.

(b) (5)

Thanks!

Clark

Clark Milner
Senior Advisor for Policy
Office of the Deputy Chief of Staff for Policy
Cell: (b) (6)
(b) (6)

Department of Justice

DOJ's EO Implementation Accomplishments
5/28/2025

Removed per scoping agreement

#42728.1

Removed per scoping agreement

EO 14281 Restoring Equality of Opportunity and Meritocracy:

- On May 23, 2025, DOJ and the heads of all other agencies, reported to the President, through the Assistant to the President for Domestic Policy: (i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and (ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.

Removed per scoping agreement

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Reitz, Aaron (OLP)" <(b) (6)>
Subject: AG Cabinet Meeting - Highlights from OLP
Date: Mon, 02 Jun 2025 17:33:54 -0400
Importance: Normal
Attachments: FINAL_-_AG_Executive_Summary_04.30_Cabinet_Meeting.pdf

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Aaron,

The AG's last cabinet meeting was on April 30. I've attached the final version of the talking points from that meeting to this email for your reference. (We did provide info contained under the heading *Rescinding Biden Policies* and the AG referenced the journalist leakers policy as well).

Here are the completed tasks OLP has taken since the AG's last cabinet meeting, based on our weekly agendas with the DAG:

Removed per scoping agreement

- EO 14281, *Restoring Equality of Opportunity and Meritocracy*: OLP prepared a report on regulations, guidance, and policies in the Executive Branch that impose liability based on a disparate impact theory. The report marks the first step in an ongoing project to ensure that federal government's practice respects federal civil rights laws and does not impose burdens based on unlawful theories of liability.

Removed per scoping agreement

Rachel Jag in ODAG has asked for us to provide thoughts by **COB Tuesday.**

Nicholas Schilling Jr.
U.S. Department of Justice
Office of Legal Policy, Chief of Staff
(b) (6)
Cell: (b) (6)

From: "Schilling, Nicholas (OLP)" <(b) (6)>
To: "Jag, Rachel (ODAG)" <(b) (6)>
Subject: RE: Request for Materials - Upcoming Cabinet Meeting Briefing for the AG
Date: Wed, 04 Jun 2025 08:42:36 -0400
Importance: Normal
Attachments: 2025.06.04_-_OLP_Submission_for_AG_Cabinet_Briefing.docx

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Rachel,

For ODAG's review and consideration, I have attached a document listing five items from OLP that might merit mention by the AG during her next cabinet briefing.

Thanks for the extra time,
Nicholas

From: Jag, Rachel (ODAG) <(b) (6)>
Sent: Monday, June 2, 2025 11:39 AM
To: Schilling, Nicholas (OLP) <(b) (6)>
Subject: FW: Request for Materials - Upcoming Cabinet Meeting Briefing for the AG

If you guys need until Wednesday morning that's totally fine too, just let me (or Brian) know! I'm flagging for him that this got buried in my inbox at the end of last week. Thank you!!

Rachel L. Jag
Associate Deputy Attorney General
U.S. Department of Justice

From: Nieves, Brian (ODAG) <(b) (6)>
Sent: Tuesday, May 27, 2025 8:47 PM
To: McHenry, James (ODAG) <(b) (6)>; Attias, Joseph (ODAG) <(b) (6)>; Singh, Aakash (ODAG) <(b) (6)>; Kapoor, Vetan (ODAG) <(b) (6)>; Perkins, Paul (ODAG) <(b) (6)>; McDonald, Colin (ODAG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>; Wharton, Kendra (ODAG) <(b) (6)>; Jag, Rachel (ODAG) <(b) (6)>
Cc: Fox, Jordan (ODAG) <(b) (6)>
Subject: Request for Materials - Upcoming Cabinet Meeting Briefing for the AG

All,

I hope you had a restful and enjoyable Memorial Day Weekend.

As the next Cabinet Meeting approaches, we're working to compile materials to brief the Attorney General on the important work being done across the Department. To ensure we have time to review and finalize the content, please send your materials to me **no later than COB Tuesday, June 3**. This will allow us to complete the briefing packet by OAG's deadline, Thursday, June 5.

Please prepare a summary (one page or a few pages, as appropriate) highlighting significant matters from your component. This may include updates to items shared in the previous meeting or new

initiatives you'd like to bring to the AG's attention.

The preferred format is:

- **First page:** A top-line summary of the key items.
- **Following pages (if needed):** Additional detail on each point from the summary.
- **Optional but encouraged:** Graphics, quantitative metrics, or other visuals to help convey impact clearly and efficiently.

For your reference, I've attached the document that was previously given to the AG.

Thank you in advance for your contributions. Please feel free to reach out with any questions.

Best,
Brian

Brian D. Nieves
Deputy Chief of Staff & Senior Counsel for Policy
Office of the Deputy Attorney General

Attorney General Cabinet Briefing

June 2025

OLP Submission

Removed per scoping agreement

- EO 14281, *Restoring Equality of Opportunity and Meritocracy*: OLP prepared a report on regulations, guidance, and policies in the Executive Branch that impose liability based on a disparate impact theory. The report marks the first step in an ongoing project to ensure that federal government's practice respects federal civil rights laws and does not impose burdens based on unlawful theories of liability.

Removed per scoping agreement

From: "Braniff, Andrew (CRT)" <(b) (6)>
To: "Bhirud, Ketan (ODAG)" <(b) (6)>, "Fox, Jordan (ODAG)" <(b) (6)>
Cc: "Zandi, Matt (CRT)" <(b) (6)>, "Geissler, Jonas (CRT)" <(b) (6)>, "Warner, Mac (CRT)" <(b) (6)>, "Cumbee, Deborah (CRT)" <(b) (6)>, "Henricks, Aaron (ODAG)" <(b) (6)>, "Manion, Jason (OAG)" <(b) (6)>, "Kambli, Abhishek (OASG)" <(b) (6)>, "Day, Vance (ODAG)" <(b) (6)>, "Gates, Michael (CRT)" <(b) (6)>, "Osete, Jesus (CRT)" <(b) (6)>, "Terrell, Leo (CRT)" <(b) (6)>, "Buchko, John (CRT)" <(b) (6)>, "Morrison, Jeffrey (CRT)" <(b) (6)>
Subject: 6-4-25 CRT submission for ODAG and OASG EO Report.FINALJG
Date: Wed, 04 Jun 2025 10:54:33 -0400
Importance: Normal
Attachments: 6-4-25_CRT_submission_for_ODAG_and_OASG_EO_Report.FINALJG.docx

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Please find attached the approved CRT submission for EO reporting for the week of 6-4-25.

Andrew Braniff | Acting Chief
Civil Rights Division, Appellate Section
U.S. Department of Justice
950 Pennsylvania Ave. NW | Washington, DC 20530
(b) (6) | (b) (6)

Department of Justice

CRT and DOJ EO Accomplishments
(05/28-06/11/2025)
Highlighted dates for upcoming deadlines

Removed per scoping agreement

#61680.1

Removed per scoping agreement

EO 14281 Restoring Equality of Opportunity and Meritocracy

- Removed per scoping agreement
- **Reporting Violations:** On May 23, 2025, CRT, in coordination with OLP and the heads of all other agencies, reported to the President, through the Assistant to the President for Domestic Policy: (i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and (ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.

Removed per scoping agreement

From: "Nieves, Brian (ODAG)" <(b) (6)>
To: "McHenry, James (ODAG)" <(b) (6)>, "Attias, Joseph (ODAG)" <(b) (6)>, "Singh, Aakash (ODAG)" <(b) (6)>, "Kapoor, Vetan (ODAG)" <(b) (6)>, "Perkins, Paul (ODAG)" <(b) (6)>, "McDonald, Colin (ODAG)" <(b) (6)>, "Bhirud, Ketan (ODAG)" <(b) (6)>, "Wharton, Kendra (ODAG)" <(b) (6)>, "Jag, Rachel (ODAG)" <(b) (6)>, "Pestana, Diego (ODAG)" <(b) (6)>
Cc: "Fox, Jordan (ODAG)" <(b) (6)>
Subject: RE: Request for Materials - Upcoming Cabinet Meeting Briefing for the AG
Date: Fri, 06 Jun 2025 13:12:02 -0400
Importance: Normal
Attachments: June_Cabinet_Meeting_Memo_to_AG_re_Summary_of_Key_Achievements.docx

---

All – made some changes to your submissions to make this document smaller. Can you take a quick read through and confirm these edits are still on point/good to send up? Thank you.

Best,
Brian

From: Nieves, Brian (ODAG)
Sent: Monday, June 2, 2025 7:03 PM
To: McHenry, James (ODAG) <(b) (6)>; Attias, Joseph (ODAG) <(b) (6)>; Singh, Aakash (ODAG) <(b) (6)>; Kapoor, Vetan (ODAG) <(b) (6)>; Perkins, Paul (ODAG) <(b) (6)>; McDonald, Colin (ODAG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>; Wharton, Kendra (ODAG) <(b) (6)>; Jag, Rachel (ODAG) <(b) (6)>; Pestana, Diego (ODAG) <(b) (6)>
Cc: Fox, Jordan (ODAG) <(b) (6)>
Subject: RE: Request for Materials - Upcoming Cabinet Meeting Briefing for the AG

All – the meeting has been moved. Please have these to me by COB Wednesday, June 4 (extra day). Thank you.

Best,
Brian

From: Nieves, Brian (ODAG)
Sent: Tuesday, May 27, 2025 8:47 PM
To: McHenry, James (ODAG) <(b) (6)>; Attias, Joseph (ODAG) <(b) (6)>; Singh, Aakash (ODAG) <(b) (6)>; Kapoor, Vetan (ODAG) <(b) (6)>; Perkins, Paul (ODAG) <(b) (6)>; McDonald, Colin (ODAG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>; Wharton, Kendra (ODAG) <(b) (6)>; Jag, Rachel (ODAG) <(b) (6)>
Cc: Fox, Jordan (ODAG) <(b) (6)>
Subject: Request for Materials - Upcoming Cabinet Meeting Briefing for the AG

Duplicative Information - See Document ID #61657.1

June XX, 2025

MEMORANDUM FOR: THE ATTORNEY GENERAL

FROM: THE DEPUTY ATTORNEY GENERAL

SUBJECT: SUMMARY OF KEY ACHIEVEMENTS

Removed per scoping agreement

- **Restoring Equal Opportunity**: Issued the first report under Executive Order 14281 identifying federal regulations that rely on disparate impact liability, launching a broader effort to restore merit-based principles across government.

Removed per scoping agreement

From: "McDonald, Colin (ODAG)" <(b) (6)>
To: "Nieves, Brian (ODAG)" <(b) (6)>
Cc: "Fox, Jordan (ODAG)" <(b) (6)>
Subject: RE: Request for Materials - Upcoming Cabinet Meeting Briefing for the AG
Date: Fri, 06 Jun 2025 13:38:54 -0400
Importance: Normal
Attachments: June_Cabinet_Meeting_Memo_to_AG_re_Summary_of_Key_Achievements_cm_edits.docx

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Some light edits from me.

FYI – DEA is (b) (5). I should receive that shortly.

From: Nieves, Brian (ODAG) <(b) (6)>
Sent: Friday, June 6, 2025 1:12 PM
To: McHenry, James (ODAG) <(b) (6)>; Attias, Joseph (ODAG) <(b) (6)>; Singh, Aakash (ODAG) <(b) (6)>; Kapoor, Vetan (ODAG) <(b) (6)>; Perkins, Paul (ODAG) <(b) (6)>; McDonald, Colin (ODAG) <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>; Wharton, Kendra (ODAG) <(b) (6)>; Jag, Rachel (ODAG) <(b) (6)>; Pestana, Diego (ODAG) <(b) (6)>
Cc: Fox, Jordan (ODAG) <(b) (6)>
Subject: RE: Request for Materials - Upcoming Cabinet Meeting Briefing for the AG

Duplicative Information - See Document ID #28560.1

June XX, 2025

MEMORANDUM FOR: THE ATTORNEY GENERAL

FROM: THE DEPUTY ATTORNEY GENERAL

SUBJECT: SUMMARY OF KEY ACHIEVEMENTS

Removed per scoping agreement

- **Restoring Equal Opportunity**: Issued the first report under Executive Order 14281 identifying federal regulations that rely on disparate impact liability, launching a broader effort to restore merit-based principles across government.

Removed per scoping agreement

From: "Braniff, Andrew (CRT)" <(b) (6)>
To: "Bhirud, Ketan (ODAG)" <(b) (6)>, "Fox, Jordan (ODAG)" <(b) (6)>
Cc: "Zandi, Matt (CRT)" <(b) (6)>, "Geissler, Jonas (CRT)" <(b) (6)>, "Osete, Jesus (CRT)" <(b) (6)>, "Day, Vance (ODAG)" <(b) (6)>, "Henricks, Aaron (ODAG)" <(b) (6)>
Subject: CRT ODAG Weekly for 6/11/2025
Date: Wed, 11 Jun 2025 10:02:35 -0400
Importance: Normal
Attachments: 6-11-25_CRT_submission_for_ODAG_and_OASG_EO_Report.FInal.docx

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Attached please find our weekly for our EO actions recently past and upcoming.

Andrew Braniff | Acting Chief
Civil Rights Division, Appellate Section
U.S. Department of Justice
950 Pennsylvania Ave. NW | Washington, DC 20530
(b) (6) | (b) (6)

Department of Justice

CRT and DOJ EO Accomplishments
(06/04-06/18/2025)
Highlighted dates for upcoming deadlines

Removed per scoping agreement

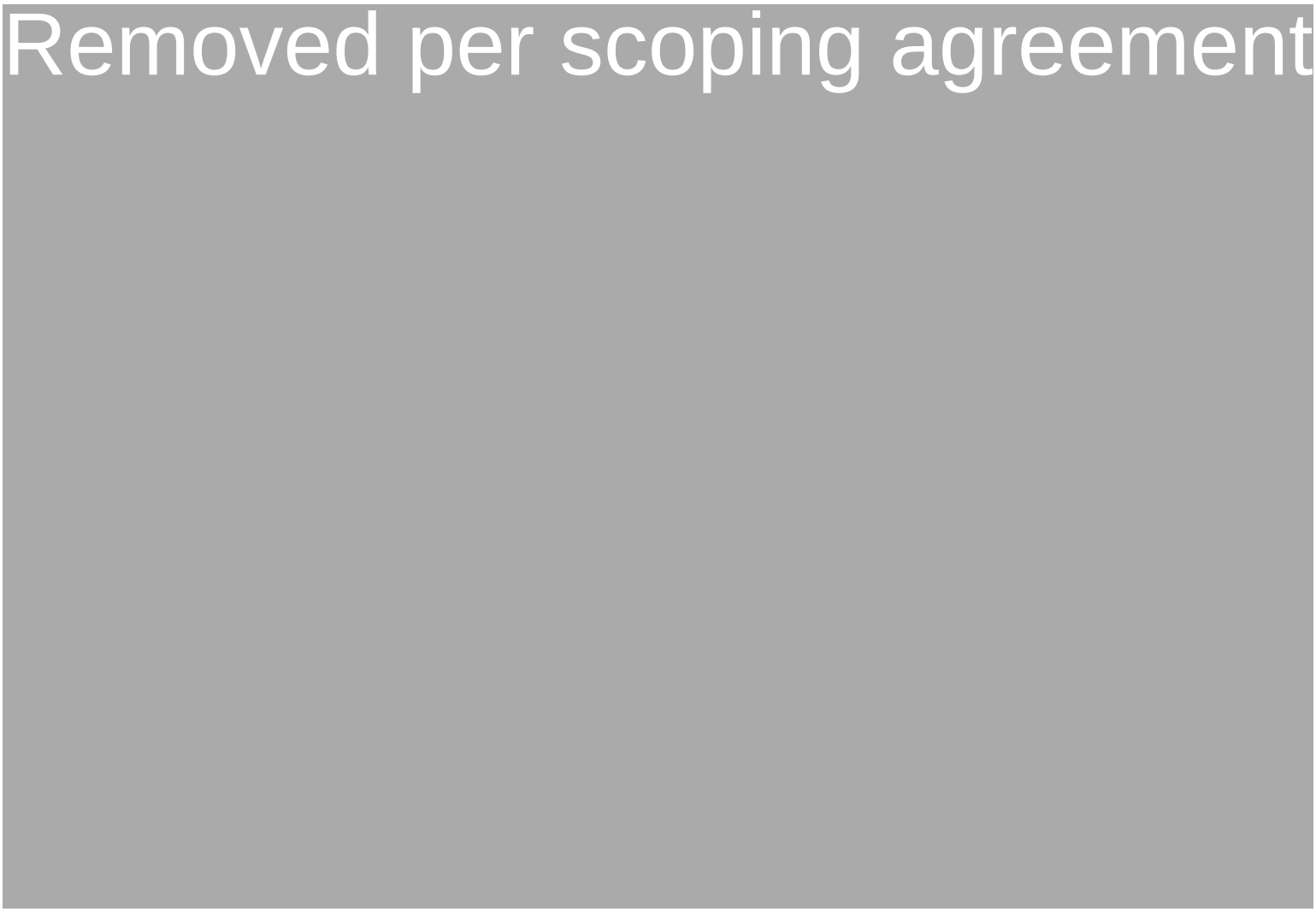
#61563.1

Removed per scoping agreement

EO 14281 Restoring Equality of Opportunity and Meritocracy

- Removed per scoping agreement
- **Reporting Violations:** On May 23, 2025, CRT, in coordination with OLP and the heads of all other agencies, reported to the President, through the Assistant to the President for Domestic Policy:
(i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable

law; and (ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.



From: "Milner, Clark EOP/WHO" <(b) (6)>
To: "Braniff, Andrew (CRT)" <(b) (6)>, "Vaseliou, Thomas EOP/WHO" <(b) (6)>
Cc: "Sherk, James B. EOP/WHO" <(b) (6)>, "Lott, Maxim C. EOP/WHO" <(b) (6)>, "Bhirud, Ketan (ODAG)" <(b) (6)>, "Kapoor, Vetan (ODAG)" <(b) (6)>, "Osete, Jesus (CRT)" <(b) (6)>
Subject: [EXTERNAL] RE: EO 14281: Disparate Impact Update and Report
Date: Sat, 28 Jun 2025 13:38:57 -0400
Importance: Normal

Thanks, Andy. Appreciate the report and progress on this.

Clark
(b) (6)

From: Braniff, Andrew (CRT) <(b) (6)>
Sent: Friday, June 27, 2025 4:29 PM
To: Vaseliou, Thomas EOP/WHO <(b) (6)>
Cc: Milner, Clark EOP/WHO <(b) (6)>; Sherk, James B. EOP/WHO <(b) (6)>; Lott, Maxim C. EOP/WHO <(b) (6)>; Bhirud, Ketan (ODAG) <(b) (6)>; Kapoor, Vetan (ODAG) <(b) (6)>; Osete, Jesus (CRT) <(b) (6)>
Subject: EO 14281: Disparate Impact Update and Report

1. Attached is the Department's initial response to EO 14281, *Restoring Equality of Opportunity and Meritocracy*. Submitted on **Friday, May 23**. This report relates to Section 5, which directed the Attorney General, within thirty days of the EO, to report to the President through the Assistant to the President for Domestic Policy all regulations, guidance, rules, or orders that impose disparate-impact liability (b)(5) per CRT .

Removed per scoping agreement