

# United States Senate

WASHINGTON, DC 20510

December 18, 2018

The Honorable Margaret Weichert  
Acting Director  
U.S. Office of Personnel Management  
1900 E Street, NW  
Washington, DC 20415

Dear Acting Director Weichert:

We write to express our serious concern that guidance meant to ensure transgender federal employees are treated with dignity and respect has been removed from the website of the U.S. Office of Personnel Management (OPM). We request that you immediately make the guidance available online, so that managers, supervisors, and employees are equipped with accurate information and fully understand their responsibilities in the federal workplace.

The original guidance addressed common questions that agency managers and federal employees had raised with OPM, identifying issues and core concepts specific to understanding rights and fair treatment of transgender employees. The new guidance that replaced it omits essential information, including any reference to transgender individuals, greatly diminishing OPM's ability to educate federal agencies on anti-discrimination policies and retain a productive federal workforce as diverse as the people it serves.

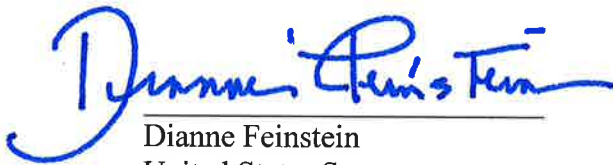
In a statement last month, 178 companies, including Microsoft, IBM, Google, and many others, affirmed that diversity and inclusion are good for business, while discrimination significantly harms transgender people and imposes enormous productivity costs. In the Business Statement on Transgender Equality, business leaders noted the importance of guidance and other resources to support their transgender employees, citing that "more than 80 percent of the Fortune 500 have clear gender identity protections; two-thirds have transgender-inclusive healthcare coverage; hundreds have LGBTQ+ and Allies business resource groups and internal training efforts."

On June 25, 2018, the OPM Director's Blog issued a statement celebrating LGBT Pride Month 2018, which committed OPM to "human capital management strategies that attract, develop and retain a high performing, engaged and diverse Federal workforce where each employee feels valued and respected as a member of the Federal family." The statement also encouraged "all Federal employees to further commit themselves to the progress we've made in creating a culture that is aware, accepting, inclusive, and respectful of our diversity."

We hope that you will continue this commitment by making the original guidance supporting transgender employees available online in order to promote safe and positive workplace conditions across the federal government. We also request information on what further actions OPM will take under your leadership to ensure the privacy and rights of transgender federal employees.

We appreciate your consideration and look forward to receiving your prompt response on this important issue.

Sincerely,



Dianne Feinstein  
United States Senator




Tammy Baldwin  
United States Senator



Patty Murray  
United States Senator



Richard Blumenthal  
United States Senator



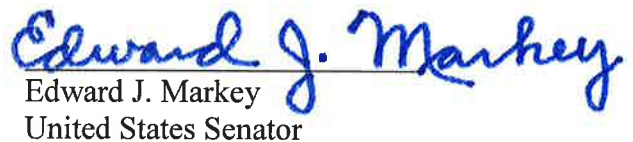
Maria Cantwell  
United States Senator



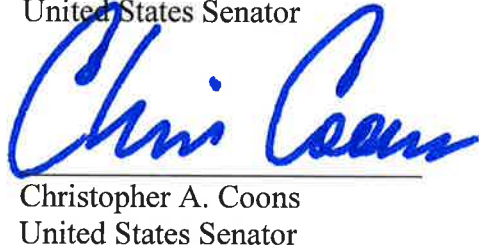
Mazie K. Hirono  
United States Senator



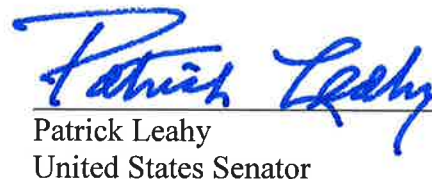
Kirsten Gillibrand  
United States Senator



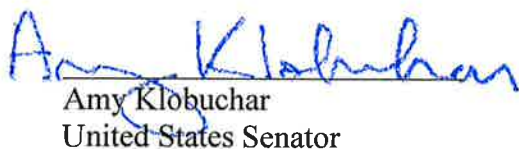
Edward J. Markey  
United States Senator



Christopher A. Coons  
United States Senator



Patrick Leahy  
United States Senator



Amy Klobuchar  
United States Senator



Sheldon Whitehouse  
United States Senator



Chris Van Hollen  
United States Senator



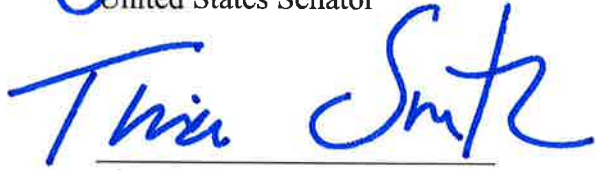
Margaret Wood Hassan  
United States Senator



Jack Reed  
United States Senator



Richard J. Durbin  
United States Senator



Tina Smith  
United States Senator



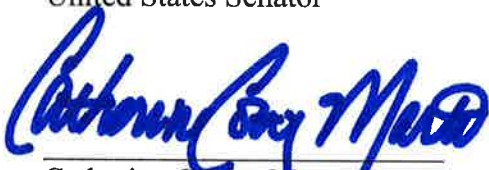
Benjamin L. Cardin  
United States Senator



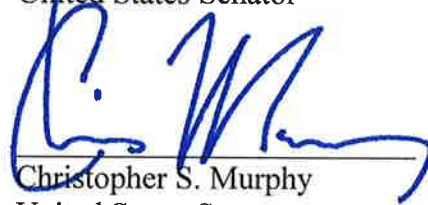
Kamala D. Harris  
United States Senator



Tammy Duckworth  
United States Senator



Catherine Cortez Masto  
United States Senator



Christopher S. Murphy  
United States Senator



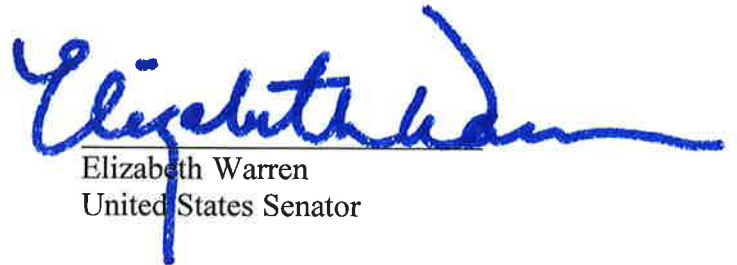
Robert Menendez  
United States Senator



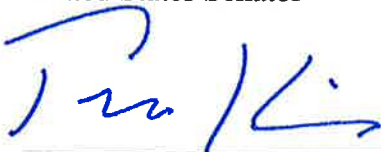
Bernard Sanders  
United States Senator



Jeffrey A. Merkley  
United States Senator



Elizabeth Warren  
United States Senator



Tim Kaine  
United States Senator



Robert P. Casey, Jr.  
United States Senator

*Tom Carper*

Thomas R. Carper  
United States Senator