

FOR IMMEDIATE RELEASE  
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## **Statement by HR Policy Association on the Executive Order on Combating Race and Sex Stereotyping**

### *Large Employers Urge its Withdrawal*

**Washington, D.C.** – HR Policy Association represents the chief human resources officers of more than 380 large companies doing business in the United States, many of which are federal contractors. The Association believes that companies have the obligation, the ability, and the opportunity to ensure that all employees can achieve their full potential by being treated with respect and dignity and given equal opportunities in a safe and supportive workplace environment. It further believes that diversity and inclusion training and initiatives that promote eliminating unconscious bias play an important role in providing a workplace environment that provides equal opportunity for advancement for all employees and helps leaders and employees expand their understanding and capabilities.

HR Policy Association opposes the Executive Order on Combating Race and Sex Stereotyping because it creates unnecessary confusion regarding permissible versus impermissible diversity and inclusion programs. Correspondingly, it will limit the ability of companies to provide training they believe is effective in preventing systemic and organizational bias based on race, ethnicity, gender or any other factor, addressing it if it exists, and providing actual equal opportunity to all employees and applicants.

HR Policy has consistently opposed using federal contract regulations to implement new contractor labor or employment law requirements, to implement social changes or to achieve political purposes unrelated to the fulfillment of the contract. This Executive Order is no different.

We urge that the Executive Order be withdrawn at the earliest convenience.

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**HR Policy Association** is the lead organization representing Chief Human Resource Officers at major employers. The Association consists of more than 380 of the largest corporations doing business in the United States and globally, and these employers are represented in the organization by their most senior human resource executive. Collectively, their companies employ more than 10 million employees in the United States, over nine percent of the private sector workforce, and 20 million employees worldwide. These senior corporate officers participate in the Association because of their commitment to improving the direction of human resource policy. [hrpolicy.org](http://hrpolicy.org)