

117TH CONGRESS
1ST SESSION

H. R. 3499

To prohibit affirmative action in Federal Government hiring and other personnel actions, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MAY 25, 2021

Mr. GOSAR introduced the following bill; which was referred to the Committee on Oversight and Reform, and in addition to the Committee on Armed Services, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To prohibit affirmative action in Federal Government hiring and other personnel actions, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Making Excellence Re-
5 place Identity Traits Act” or the “MERIT Act”.

6 **SEC. 2. PROHIBITION ON AFFIRMATIVE ACTION IN FED-**
7 **ERAL GOVERNMENT HIRING.**

8 The Federal Government may not establish, imple-
9 ment, or otherwise carry out any hiring practice or pro-

1 gram that uses affirmative action based on race, color, re-
2 ligion, sex, sexual orientation, gender identity, national or-
3 igin, or disability as a basis for a personnel action with
4 respect to Federal employees or members of the uniformed
5 services, and no Federal funds may be provided to any
6 entity (including Federal contractors (or subcontractors
7 thereof)) that has in place any such practice or program.

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