



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**Washington, D.C. 20507**

Office of  
Inspector General

November 07, 2024

The Honorable Charles E. Grassley  
Ranking Member  
U.S. Senate Committee on the Budget  
United States Senate  
Washington, DC 20510

**Subject:** U.S. Equal Employment Opportunity Commission Office of Inspector General  
Response to Senator Charles E. Grassley Request Regarding EEOC  
Implementation of Federal Anti-Gag Regulations

Dear Senator Grassley,

On March 11, 2024, the Office of Inspector General (OIG) received a request from your office to review nondisclosure policies, forms, agreements, and related documents specific to the U.S. Equal Employment Opportunity Commission (EEOC or Agency) to ensure the anti-gag provision is included as required by law.

The OIG reviewed 172 related documents submitted from EEOC Headquarters and field offices. These documents include policies, forms, and template agreements containing nondisclosure provisions in effect at the date of your request, as well as, signed nondisclosure agreements executed during a one-year period from the date of your request. The OIG also conducted an independent search of the EEOC Sharepoint site to determine if we could identify any additional documents that may require the inclusion of the anti-gag provision.

Based on our review of submitted documents, as well as our independent search, we determined that none of the documents the Agency provided contained the anti-gag provision. However, we believe that some policies and agreements should contain the anti-gag provision because they include nondisclosure language. For example, we found that the Agency's confidentiality and service agreements that it executes with volunteers and other similar non-employee positions did not contain the required anti-gag provision.

During our review, the Agency updated 10 documents that it determined should include the anti-gag provision. The Agency should continue its efforts to identify nondisclosure documents that

should include the anti-gag provision. Further, the Agency should consider implementing policies or procedures that ensures it complies with the anti-gag laws.

If you have any questions, please contact Larkin Jennings, Assistant Inspector General for Evaluations at [larkin.jennings@eoc.gov](mailto:larkin.jennings@eoc.gov) or (202) 921-3139.

Sincerely,

Joyce T. Willoughby  
Inspector General