

	<i>DIRECTIVES TRANSMITTAL</i>	Number
<i>EEOC</i>		960.001
		Date
		June 3, 2026

SUBJECT: *Additional Instructions for MD-715 Reporting for 2026*

PURPOSE: To provide additional instructions to agencies for the current reporting year to ensure compliance with Executive Orders and policy.

ORIGINATOR: Office of the Chair

EFFECTIVE DATE: Upon receipt

DISTRIBUTION: Agency Heads

Andrea R. Lucas
Chair

Additional Instructions for MD-715 Reporting for 2026

Under Title VII of the Civil Rights Act of 1964, the EEOC is required to regularly obtain and review “equal opportunity plan[s]” and “progress reports” from federal agency employers. 42 U.S.C. § 2000e-16(b). To that end, the Commission has periodically issued Management Directives instructing agencies how to submit their plans and reports and what must be contained therein. Management Directive 715 (MD-715), issued in 2003, is the most recent and currently operative iteration.

MD-715 no longer meets the needs of the modern federal government. It imposes unnecessary regulatory burdens unrelated to the EEOC’s statutory obligations. It does not address recent legal developments, such as passage of the Elijah Cummings Federal Employee Antidiscrimination Act of 2020 and the Pregnant Workers Fairness Act of 2022. And it may conflict with Executive Order 14281, Restoring Equality of Opportunity and Meritocracy; Executive Order 14173, Ending Illegal Discrimination and Restoring Merit-Based Opportunity; Executive Order 14168, Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government; and Executive Order 14151, Ending Radical and Wasteful Government DEI Programs and Preferencing.

The Commission is working on a modern replacement to MD-715 to address these shortfalls and improve effectiveness and accountability in the federal sector. In the interim, the Commission deems it necessary to provide clarifying instructions for the current reporting year, 2026.¹

For the current reporting year, agencies in their MD-715 responses are not required to address “diversity and inclusion” principles, “barrier analysis,” “triggers,” “gender identity,” or any other element in conflict with Executive Orders 14151, 14168, and 14281. Agencies are not required to provide Workforce Data Table A. Where an agency concludes that existing questions, data production tables, compliance measures, etc. in MD-715 raise legal or policy concerns, including conflicts with Executive Order 14151, Executive Order 14168, Executive Order 14173, or Executive Order 14281, agencies may choose to omit responses.

¹ The Commission will consider issuing a similar instruction for the next reporting year in the event a replacement for MD-715 is not yet implemented.