

117TH CONGRESS  
1ST SESSION

# H. R. 5113

To amend title 10, United States Code, to expand and codify matters covered by diversity training in the Department of Defense.

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## IN THE HOUSE OF REPRESENTATIVES

AUGUST 27, 2021

Mr. CROW (for himself and Mrs. TRAHAN) introduced the following bill; which was referred to the Committee on Armed Services

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## A BILL

To amend title 10, United States Code, to expand and codify matters covered by diversity training in the Department of Defense.

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 “Realizing Efforts for  
5 Military Equity, Diversity, and Inclusion Act” or the  
6 “REMEDI Act”.

7 **SEC. 2. FINDING.**

8 Congress finds that diversity, equity, and inclusion  
9 are important to promote unit cohesion, readiness, and ef-

1 fective performance of the national defense strategy by the  
2 Armed Forces of the United States.

3 **SEC. 3. EXPANSION AND CODIFICATION OF MATTERS COV-**  
4 **ERED BY DIVERSITY TRAINING IN THE DE-**  
5 **PARTMENT OF DEFENSE.**

6 (a) IN GENERAL.—Chapter 101 of title 10, United  
7 States Code, is amended by inserting before section 2002  
8 the following new section:

9 **“§ 2001. Human relations, diversity, equity, and inclu-**  
10 **sion training**

11 **“(a) HUMAN RELATIONS, DIVERSITY, EQUITY, AND**  
12 **INCLUSION TRAINING.—**

13 **“(1) The Secretary shall ensure that the Sec-**  
14 **retary of a military department conducts ongoing**  
15 **training programs regarding human relations, diver-**  
16 **sity, equity, and inclusion for all covered individuals**  
17 **under the jurisdiction of the Secretary of a military**  
18 **department. Such training shall be tailored to spe-**  
19 **cific leadership levels and local area requirements.**

20 **“(2) Matters to be covered by such training in-**  
21 **clude the following:**

22 **“(A) Racism.**

23 **“(B) Equal opportunity.**

1           “(C) Discrimination on the basis of sex  
2           (including pregnancy, sexual orientation, and  
3           gender identity).

4           “(D) Discrimination on the basis of age.

5           “(E) Discrimination on the basis of reli-  
6           gion.

7           “(F) Stereotypes.

8           “(G) Conscious and unconscious bias.

9           “(H) Discrimination based on disability,  
10          both physical and mental.

11          “(I) Failure to provide a reasonable ac-  
12          commodation.

13          “(J) The importance to the Department of  
14          Defense, the different terms and conditions of  
15          employment or contract performance, and the  
16          protected civil rights categories of, each of the  
17          following:

18                 “(i) Members serving on active duty.

19                 “(ii) Members of the reserve compo-  
20                 nents.

21                 “(iii) Federal employees.

22                 “(iv) Nonappropriated fund employ-  
23                 ees.

24                 “(v) Host nation support.

25                 “(vi) Contractors and subcontractors.

1           “(K) Hate group activity.

2           “(L) Retaliation.

3           “(M) Harassment and hostile environment.

4           “(N) Hazing and bullying.

5           “(O) Procedures for reporting and obtain-  
6           ing relief for discrimination, retaliation, hostile  
7           work environment with respect to each compo-  
8           nent of the workforce.

9           “(P) Procedures for appealing Equal Op-  
10          portunity and Equal Employment Opportunity  
11          complaints with respect to each component of  
12          the workforce.

13          “(Q) Any other matter the Secretary of  
14          Defense determines appropriate.

15          “(3) Such training shall be provided during the  
16          following:

17               “(A) Initial entry training.

18               “(B) Annual refresher training.

19               “(C) Professional military education.

20               “(D) Peer education.

21               “(E) Specialized leadership training.

22               “(F) Any other time the Secretary of De-  
23          fense determines appropriate.

1           “(4) The Secretary of Defense shall ensure that  
2 such measures are taken to provide appropriate  
3 metrics and measurement of these efforts.

4           “(5) The Secretary of Defense shall ensure that  
5 unit commanders are aware of their responsibility to  
6 ensure that activity based upon discriminatory mo-  
7 tives does not occur in units under their command.

8           “(b) INFORMATION PROVIDED TO PROSPECTIVE RE-  
9 CRUITS.—The Secretary of Defense shall ensure that a  
10 covered individual preparing to enter an officer accession  
11 program or to execute an original enlistment agreement  
12 or serve as a civilian employee—

13           “(1) is provided information concerning the  
14 meaning of the oath of office or oath of enlistment  
15 for service in the Armed Forces with regards to the  
16 equal protection and civil liberties guarantees of the  
17 Constitution; and

18           “(2) is informed that if supporting such guar-  
19 antees is not possible personally for that covered in-  
20 dividual, then that covered individual should decline  
21 to join the Armed Forces.

22           “(c) COVERED INDIVIDUAL DEFINED.—In this sec-  
23 tion, the term ‘covered individual’ includes—

24           “(1) a member of the Armed Forces;

25           “(2) a civilian employee of the Department; and

1           “(3) a contractor or sub-contractor providing  
2 support to the Department.”.

3           (b) TECHNICAL AND CONFORMING AMENDMENTS.—

4           (1) TECHNICAL AMENDMENT.—The table of  
5 sections at the beginning of such chapter is amended  
6 by inserting before the item relating to section 2002  
7 the following new item:

“2001. Human relations, diversity, equity, and inclusion training.”.

8           (2) CONFORMING AMENDMENT.—Section 571  
9 of the National Defense Authorization Act for Fiscal  
10 Year 1997 (Public Law 104–201; 10 U.S.C. 113  
11 note) is repealed.

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