

116TH CONGRESS
2D SESSION

H. R. 9000

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

IN THE HOUSE OF REPRESENTATIVES

DECEMBER 17, 2020

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

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”.

1 **SEC. 2. EXPANSION AND CODIFICATION OF MATTERS COV-**
2 **ERED BY DIVERSITY TRAINING IN THE DE-**
3 **PARTMENT OF DEFENSE.**

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

7 **“§ 2001. Human relations, diversity, equity, and inclu-**
8 **sion training**

9 “(a) HUMAN RELATIONS, DIVERSITY, EQUITY, AND
10 INCLUSION TRAINING.—(1) The Secretary shall ensure
11 that the Secretary of a military department conducts on-
12 going training programs regarding human relations, diver-
13 sity, equity, and inclusion for all covered individuals under
14 the jurisdiction of the Secretary of a military department.
15 Such training shall be tailored to specific leadership levels
16 and local area requirements.

17 “(2) Matters to be covered by such training include
18 the following:

19 “(A) Race relations.

20 “(B) Racism.

21 “(C) Equal opportunity.

22 “(D) Gender identity.

23 “(E) Discrimination based on gender and on
24 gender identity.

25 “(F) Discrimination based on sexual orientation
26 and on sexual identity.

1 “(G) Conscious and unconscious bias.

2 “(H) Hate group activity.

3 “(3) Such training shall be included in the following:

4 “(A) Initial entry and accession programs.

5 “(B) Annual refresher training.

6 “(C) Professional military education.

7 “(D) Peer education.

8 “(E) Specialized leadership training.

9 “(4) The Secretary of Defense shall ensure that unit
10 commanders are aware of their responsibility to ensure
11 that activity based upon discriminatory motives does not
12 occur in units under their command.

13 “(b) INFORMATION PROVIDED TO PROSPECTIVE RE-
14 CRUITS.—The Secretary of Defense shall ensure that a
15 covered individual preparing to enter an officer accession
16 program or to execute an original enlistment agreement—

17 “(1) is provided information concerning the
18 meaning of the oath of office or oath of enlistment
19 for service in the armed forces with regards to the
20 equal protection and civil liberties guarantees of the
21 Constitution; and

22 “(2) is informed that if supporting such guar-
23 antees is not possible personally for that covered in-
24 dividual, then that covered individual should decline
25 to join the Armed Forces.

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

3 “(1) a member of the armed forces;

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

5 “(3) a contract employee of the Department.”.

6 (b) TECHNICAL AND CONFORMING AMENDMENTS.—

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

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

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

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