

# Thought Control

## *Gender Identity*

“President Biden has long promised that he would be an advocate for the LGBTQ community should he be elected president. Now, just hours into his presidential term, Mr. Biden’s White House website allows users to choose their pronouns, a change that drew swift praise from advocates. As part of the website revamp that occurs during presidential transitions, the White House changed its contact form. The form now allows individuals to select from the following list: she/her, he/him, they/them, other, or prefer not to share. Those who select other also have the option to write-in what pronouns they use. People can also choose which prefix they use: Mr., Ms., Mrs., Dr., Mx., other, or none.” ([CBS News, “Biden administration allows users to choose their pronouns on remastered website”, January 20, 2021](#))

In August, the department rolled out new guidelines titled, ‘Updated Department Guidance Regarding Transgender Employees in the Workplace’ and mandates that all employees and applicants should be addressed ‘by the name, pronouns, and honorific (Mr., Mrs., Ms., Miss, Mx., etc.) that they themselves use in everyday interactions, and as they choose to communicate to their supervisor/manager and colleagues.’ ‘Continued intentional use of an incorrect name, pronoun, and/or honorific – also known as misgendering – could, depending on its severity and pervasiveness, contribute to a hostile work environment allegation, and constitute misconduct subject to disciplinary action, up to and including separation or removal,’ the guideline states.” ([“GOP Sen. Ted Budd demands State Department roll back requirement for employees to use preferred pronouns” Fox News, October 23, 2023](#))

“The EEOC’s newly proposed guidance similarly includes ‘Sexual Orientation and Gender Identity’ as the basis for prohibited

'sex-based discrimination' under Title VII and asserts that 'sex-based harassment includes harassment on the basis of sexual orientation and gender identity, including how that identity is expressed.' 'Harassment,' according to this guidance, includes epithets and physical assault as well as 'intentional and repeated use of a name or pronoun inconsistent with the individual's gender identity (misgendering).' Also included as a form of harassment is 'the denial of access to a bathroom or other sex-segregated facility consistent with the individual's gender identity.'" (["The EEOC is trying to make 'misgendering' a thought-crime" The Hill, October 8, 2023](#))

"'All employees should be addressed [by] the names and pronouns they use to describe themselves,' an HHS email sent to employees and shared with CNA read. The mandate is part of the department's new Gender Identity and Non-Discrimination Guidance, which was established to outline 'employee rights and protections related to gender identity,' according to the email." (["Biden Health and Human Services Imposes Trans Pronoun Mandate on Employees" National Catholic Register, October 12, 2023](#))

"An internal U.S. Customs and Border Protection (CBP) memo obtained by the Heritage Foundation's Oversight Project and shared with Fox News Digital prohibits agents from using 'he, him, she, her' pronouns when initially interacting with members of the public. 'DO NOT use 'he, him, she, her' pronouns until you have more information about, or provided by, the individual,' reads the memo obtained by Heritage via Freedom of Information Act (FOIA)." (["CBP memo orders agents not to misgender 'members of the public'" Fox News, November 22, 2023](#))

"The transgender policy deployed by Interior leadership in September urges employees to 'use gender-neutral language in broad communications to avoid assumptions about gender identity.' Examples of 'pronouns,' according to the policy,

are 'they, them, theirs, ze/hir/hirs, ze/zir/zirs, xe/xem/xys.' Bathroom use is up to personal discretion, it says, and those who refuse to abide by departmental policies are warned of retribution for 'unlawful discrimination.' 'Repeated, intentional refusal to use the employee's affirming name/gender/pronouns, and/or repeated reference to the employee's dead name/gender/pronouns by supervisors/managers, or coworkers is contrary to the goal of treating all employees with dignity and respect,' the policy states. 'Such intentional conduct could constitute unlawful discrimination.'" (["Interior Department Transgender Policy Threatens Employees Who Won't Play Along With Fake Pronouns", The Federalist, December 21, 2023](#))

"The USDA issued a May 12, 2022, memo stating how it planned to comply with a Biden executive order issued on Jan. 30, 2021, to prevent discrimination on the basis of gender identity and sexual orientation..The May 2022 memo on Biden's executive action also called for developing 'gender-inclusive language in agency internal and external communications,' to include 'the proactive use of pronouns in the workplace.' It also included a plan to 'update USDA Style guide for email signatures and business cards to include and encourage pronoun use.'" (["EXCLUSIVE: Biden Admin Adds LGBTQ Strings to Foreign Agriculture Grants" Daily Signal, January 9, 2024](#))

"The Federal Reserve conducted diversity, equity, and inclusion trainings in which staff members learned that 'correct pronoun usage is a civil right' and were told to acknowledge their 'white privilege,' documents obtained by the Washington Free Beacon show. The Fed held at least four DEI training sessions in the spring and summer of 2021, the documents reveal. During the training sessions, staffers learned to use 'inclusive language,' like 'Latinx,' and were shown an illustration of a transgender gingerbread man that could have a woman's brain and male reproductive organs. Staffers were also told to refer to Federal Reserve chairman

Jerome Powell as 'chair,' an example of 'gender-inclusive language.'" ("Federal Reserve Staff Underwent DEI Training Amid Rising Inflation, Documents Show", Washington Free Beacon, January 10, 2024)