



UNITED STATES DEPARTMENT OF COMMERCE
Howard W. Lutnick
Secretary of Commerce
Washington, D.C. 20230

Date: 08/10/2026

Revocation of Department Administrative Order 215-4

I have reviewed Department Administrative Order 215-4, "Affirmative Programs of Equal Employment Opportunity" (July 21, 2009), and I have determined that it is statutorily excessive, unduly burdensome, and in tension with the constitutional principle of equal protection. Accordingly, consistent with all applicable binding law, I hereby order the immediate revocation of Department Administrative Order 215-4.

All Department orders, policies, and procedures, to the extent they contain inconsistent provisions, are hereby constructively amended to conform to this revocation.

A large, stylized handwritten signature in black ink is written over a horizontal line. The signature is highly cursive and loops around, extending to the right.

Howard W. Lutnick