

October 14, 2026

The Honorable Craig Trainor
Assistant Secretary
Fair Housing and Equal Opportunity
U.S. Department of Housing and Urban Development
451 7th Street SW
Washington, DC 20410

The Honorable Scott Turner
Secretary
U.S. Department of Housing and
Urban Development
451 7th St SW
Washington, DC 20410

Dear Secretary Turner and Assistant Secretary Trainor:

I write to reiterate my concerns about allegations that the U.S. Department of Housing and Urban Development (HUD) continues to undermine fair housing and civil rights laws and enforcement. After HUD's repeated failure to respond to congressional inquiries about its fair housing activities, Assistant Secretary Trainor sent me a letter on Secretary Turner's behalf stating that HUD is "fully committed to enforcing the Fair Housing Act and other relevant civil rights statutes as written and enacted by Congress."¹ But that claim has now been directly and repeatedly contradicted by current and former HUD employees—including anonymous current and former HUD employees who have explained how HUD has "ground fair housing enforcement to a halt...[t]hrough interference with investigations, unrelenting threats and intimidation to fair housing staff, and sweeping unclear policy directives."² Even today, a new report from the independent watchdog Government Accountability Office (GAO) has determined that HUD's staffing capacity is not sufficient for its duties. The report makes clear that civil rights enforcement has suffered as a result. I therefore, once again, write to request information from the Department regarding its efforts to fulfill its statutory duties, as required by Congress.

1. Under President Trump, HUD is failing to enforce fair housing and civil rights laws.

HUD is responsible for administering and enforcing the Fair Housing Act; Title VI of the Civil Rights Act of 1964; §109 of the Housing and Community Development Act of 1974; § 501 and 504 of the Rehabilitation Act of 1973, as amended; the Age Discrimination Act of 1975; Title VII of the Civil Rights Act of 1964, as amended; § 3 of the Housing and Urban Development Act of 1968;³ the Violence Against Women Act, and many other civil rights laws. Congress enacted these laws to offer critical protections to all Americans—not just those who may be deemed worthy of protections by

¹ Letter from Assistant Secretary Craig Trainor to Senator Elizabeth Warren, January 30, 2026, https://www.banking.senate.gov/imo/media/doc/01_30.2026%20Letter%20from%20AS%20Craig%20Tranior%20to%20Sen.%20Elizabeth%20Warren_1011216434787776756.pdf.

² Dear America Letter, "People of all faiths, skin colors, and political parties should stand for this principle," Anonymous, <https://dearamericaletters.org/letters/people-of-all-faiths-skin-colors-and-political-parties-should-stand-for-this-principle>.

³ Center for Presidential Transition, Federal Position Descriptions: Assistant Secretary for Fair Housing and Equal Opportunity, https://presidentialtransition.org/position_description/assistant-secretary-for-fair-housing-and-equal-opportunity/.

the Trump Administration. This includes discrimination experienced in housing, lending, and federally funded community development and disaster recovery programs, among other areas.

According to current and former HUD employees, HUD is failing to meaningfully enforce these statutes. In 2025, for example, I received documents from whistleblowers in HUD's Office of Fair Housing (OFH, located within the Office of General Counsel) and its Office of Fair Housing and Equal Opportunity (FHEO). These documents described deeply disturbing allegations about illegal actions, debilitating staff reductions, a verbal gag order, and political interference with existing cases.⁴ According to the whistleblowers, HUD officials systematically undermined the agency's ability to implement and enforce fair housing and civil rights laws, putting HUD on "an unalterable course towards violating its statutory and regulatory obligations" to the American public.⁵ HUD leadership, according to the documents, "has already violated the law" and taken actions that "will result in legal violations, gross mismanagement, gross waste of funds, and present a specific danger to public health and safety."⁶

In September 2025, I referred the whistleblowers' allegations to the HUD Office of Inspector General for review,⁷ and in January 2026, I invited two of the whistleblowers—both of whom were fired after coming forward—to speak out publicly at a U.S. Senate Spotlight Forum entitled, "Fair Housing Under Fire: Examining HUD's Fair Housing and Civil Rights Rollbacks." At the forum, the whistleblowers described "an ongoing and concerted effort by the Trump Administration to cease enforcement of civil rights laws, including the Fair Housing Act, which HUD is required by law to enforce."⁸ They also explained that by deprioritizing this enforcement, the housing and civil rights of vulnerable populations—such as survivors of domestic violence, people of color, and disabled veterans—were no longer protected.⁹ Although I invited Secretary Turner to the forum,¹⁰ he did not attend or send a representative in his place—dodging the opportunity to hear directly from HUD's own civil servants about serious problems at the agency.

In recent months, a new group of anonymous whistleblowers has alleged that HUD is failing to meaningfully enforce fair housing and civil rights laws. On April 16, 2026, a "small number of current and former employees" at HUD "launched a website...to accuse the Trump administration of blocking enforcement of federal fair housing laws."¹¹ According to one employee's anonymous letter,

⁴ Letter from Senator Warren to Acting Inspector General Brian D. Harrison, U.S. Department of Housing and Urban Development Office of Inspector General, September 22, 2025, https://www.banking.senate.gov/imo/media/doc/20250922%20FINAL%20Warren%20Referral%20Letter%20to%20HUD%20OIG_1xqpn1yzonqxl.pdf.

⁵ Letter by Named and Anonymous OFH Attorneys to Ranking Member Elizabeth Warren, August 27, 2025, on file with Senate Committee on Banking, Housing and Urban Affairs Minority, p. 2.

⁶ *Id.*

⁷ Warren, *supra* note 4.

⁸ Testimony of Palmer Heenan, "Fair Housing Under Fire: Spotlight Forum on the Trump Administration's failure to enforce fair housing and civil rights laws amidst a housing affordability crisis," January 13, 2026, <https://www.banking.senate.gov/newsroom/minority/livestream-link>.

⁹ Testimonies of Palmer Heenan and Paul Osadebe, "Fair Housing Under Fire: Spotlight Forum on the Trump Administration's failure to enforce fair housing and civil rights laws amidst a housing affordability crisis," January 13, 2026, <https://www.banking.senate.gov/newsroom/minority/livestream-link>.

¹⁰ Letter from Ranking Member Warren to Secretary Turner, January 11, 2026, https://www.banking.senate.gov/imo/media/doc/Secretary_Turner_HUD_Spotlight_Forum_Request_Jan_2026.pdf.

¹¹ NPR, "'Dear America': HUD workers say they're being blocked from doing their jobs," Jennifer Ludden, April 16, 2026, <https://www.npr.org/2026/04/16/nx-s1-5780859/hud-employees-trump-policy-protest-letters-website>.

“[t]hrough threats, reassignments, and blatantly firing whistleblowers, [HUD is sending] the message that people who advocate for your rights will be stripped of their jobs and their ability to protect you.”¹² Another explained that “the Trump administration made it impossible for HUD employees to continue to do [their] jobs.”¹³ Taken together, these whistleblowers paint a disturbing picture of a Department that is both unwilling to implement and intentionally circumventing federal laws that are in place to protect Americans from discrimination.

2. Assistant Secretary Trainor’s claim that HUD is “fully committed” to enforcing fair housing and civil rights laws is directly contradicted by publicly available information.

Assistant Secretary Trainor’s letter stated that HUD is “fully committed to enforcing the Fair Housing Act and other relevant civil rights statutes as written and enacted by Congress.”¹⁴ It also touted the Department’s “detailed and deliberate approach” to fair housing and described the agency’s “commitment to fair housing enforcement, operational excellence, and responsible stewardship of public funds.”¹⁵ The vast majority of these claims, however, have been directly contradicted by current and former HUD staffers and the agency’s own actions.

- a. The letter touts HUD’s efforts to apply laws “consistently,” but workers say that HUD is “picking and choosing” which laws to enforce.

Assistant Secretary Trainor’s response asserts that the “Trump Administration’s approach” to fair housing enforcement “will make certain that fair housing laws are applied fairly, consistently, and lawfully.”¹⁶ In reality, current and former HUD employees have experienced the opposite: the arbitrary enforcement of civil rights laws based on the whims of political appointees.

According to one whistleblower, the Administration has been “picking and choosing which protected classes count” and as a result, “[t]hrough interference with investigations, unrelenting threats...and sweeping unclear policy directives...[HUD civil rights attorneys are] no longer serving the most vulnerable classes that the Civil Rights Act was enacted to protect.”¹⁷ According to another, “there have been several instances where I have been stopped from helping unhoused survivors of domestic violence, parents with disabled children, families experiencing racial harassment, and more.”¹⁸ HUD is allegedly relying on “a handful of political appointees with no expertise in fair housing” to “decid[e]

¹² Dear America Letter, “The Reverend Martin Luther King Jr. and countless others marched, endured attacks, and died to secure the rights that are once again under attack,” Anonymous, <https://dearamericaletters.org/letters/the-reverend-martin-luther-king-jr-and-countless-others-marched-endured-attacks-and-died-to-secure-the-rights-that-are-once-again-under-attack>.

¹³ Dear America Letter, “When we allow those in power to dismantle our institutions based on a false assumption that government workers are lazy, the American public has, and will continue, to be hurt,” Anonymous, <https://dearamericaletters.org/letters/blog-post-title-three-y3peb-4lwnz-9c9ja>.

¹⁴ Trainor, *supra* note 1.

¹⁵ *Id.*

¹⁶ *Id.*

¹⁷ Dear America Letter, “People of all faiths, skin colors, and political parties should stand for this principle,” Anonymous, <https://dearamericaletters.org/letters/people-of-all-faiths-skin-colors-and-political-parties-should-stand-for-this-principle>.

¹⁸ Dear America Letter, “The Reverend Martin Luther King Jr. and countless others marched, endured attacks, and died to secure the rights that are once again under attack,” Anonymous, <https://dearamericaletters.org/letters/the-reverend-martin-luther-king-jr-and-countless-others-marched-endured-attacks-and-died-to-secure-the-rights-that-are-once-again-under-attack>.

whose housing rights are worth protecting and whose aren't.”¹⁹ Their experiences are further validated by language used in an OFH memorandum on “Fair Housing Enforcement Prioritization and Resources” which instructed staff on which fair housing complaints to (and not to) pursue as a matter of policy by deprioritizing all but the most overt forms of discrimination.²⁰

Rather than enforcing the law consistently or fairly, these political appointees have instead allegedly “limit[ed] what types of civil rights complaints FHEO may investigate, even when their interpretation contradicts recent Supreme Court rulings.”²¹ “People trying to file legitimate discrimination complaints are being turned away,” HUD employees explain, while individuals “who manage to file a complaint based on a disfavored topic or legal theory find their complaints ‘deprioritized’ and ignored.”²² One whistleblower said bluntly: “Let’s be very clear here—when Assistant Secretary Trainor is talking about ‘restoring the fair housing act’s constitutional limitations,’ what he’s actually talking about is reducing the scope of the fair housing act...[w]hat Secretary Trainor is doing is neither appropriate nor legal.”²³

b. The letter claims HUD is efficient and effective, yet HUD employees report widespread delays and work stoppages.

According to Assistant Secretary Trainor’s response, HUD has “restructured processes and developed better systems to expedite fair housing complaints, from intake through investigation and resolution, so that the public receives timely and effective services.”²⁴ The letter contrasts HUD’s current system to the “inefficient case management system” the Administration “inherited.”²⁵ Yet current and former HUD employees tell a starkly different story: under President Trump, fair housing cases are egregiously delayed, and many do not progress at all.

In September 2025, whistleblowers reported a strict gag order at OFH that “forbids OFH attorney communication with external parties, including DOJ and other governmental agencies, and the parties in civil rights complaints, without express approval from political leadership.”²⁶ At January’s Spotlight Forum, whistleblowers elaborated, reporting that they were aware of “cases [that were] withdrawn, settlements that were not approved, and investigations that were ended prematurely.”²⁷ They also described “[p]olitical appointees blocking [attorneys] from investigating cases or charges

¹⁹ Dear America Letters, “They accuse us of having violated peoples' rights because we followed the law, while every day, they violate peoples' civil rights by ignoring the law,” Anonymous, <https://dearamericaletters.org/letters/blog-post-title-two-t5my5-k4xmd-hn5kd>.

²⁰ U.S. Department of Housing and Urban Development, “Fair Housing Act Enforcement and Prioritization of Resources,” John Gibbs, September 16, 2025, <https://www.hud.gov/sites/dfiles/Main/documents/Fair-Housing-Act-Enforcement-Prioritization-Resources.pdf>.

²¹ Dear America Letters, “They accuse us of having violated peoples' rights because we followed the law, while every day, they violate peoples' civil rights by ignoring the law,” Anonymous, <https://dearamericaletters.org/letters/blog-post-title-two-t5my5-k4xmd-hn5kd>.

²² *Id.*

²³ Dear America Letters, “We are effectively telling complainants that their pain and suffering is not worth addressing and remedying,” Anonymous, <https://dearamericaletters.org/letters/we-are-effectively-telling-complainants-that-their-pain-and-suffering-is-not-worth-addressing-and-remedying>.

²⁴ Trainor, *supra* note 1.

²⁵ Trainor, *supra* note 1.

²⁶ Warren, *supra* note 4.

²⁷ Heenan, *supra* note 8.

that they didn't like."²⁸ This testimony is further supported by public reporting that the agency has dropped "hundreds of cases,"²⁹ including those where the agency had already made a determination of discrimination.³⁰ Former employees described these tactics as, "in practice, no different than refusing to enforce the [Fair Housing Act]."³¹

In more recent letters, HUD whistleblowers continued to describe inefficiency and intentional stonewalling within the Department's fair housing arm. One employee stated that "there will forever be a new hoop to jump through."³² Another described "a months-long queue of unsigned settlement agreements and final decisions because the authority to approve these documents was removed from non-partisan career leaders"; as result, "it now takes several more months to move through the intake process, and there are not enough investigators to look into complaints."³³ "Routine settlements... now wait months to be approved...prolonging the cases and delaying the resolution" with "little transparency."³⁴ This has had a demonstrable impact on HUD's efficacy: HUD reportedly "issued 3 charges of discrimination in the last 365 days. For the 3 years prior, we issued over 52 on average each year."³⁵ HUD also "administratively closed many more cases than ever...likely...for political reasons."³⁶ In other words: rather than make the system more efficient, the Trump Administration has erected more barriers to fair housing enforcement and has prioritized closing cases to speed them along.

The agency's own actions support the allegations of the brave employees who have spoken publicly about the denigration of fair housing enforcement at HUD. For example, in May 2026, FHEO stripped protections from individuals with disabilities who rely on assistance animals, including emotional support animals, to fully enjoy their homes.³⁷ This forces vulnerable populations, such as veterans struggling with PTSD, to choose between their home and the assistance they need to manage their disability-related symptoms. In August 2026, FHEO stated it was going to reject investigations challenging accessible design and construction in housing unless the case was brought within one year of the property's completion, effectively rendering almost all complaints about illegal

²⁸ Osadebe, *supra* note 9.

²⁹ ProPublica, "How the Trump Administration Is Weakening the Enforcement of Fair Housing Laws," Jesse Coburn, May 15, 2025, <https://www.propublica.org/article/trump-hud-drop-housing-discrimination-cases-housing-pollution>.

³⁰ ProPublica, "Trump Administration Prepares to Drop Seven Major Housing Discrimination Cases," Jesse Coburn, July 18, 2025, <https://www.propublica.org/article/trump-hud-drop-housing-discrimination-cases-housing-pollution>.

³¹ Heenan, *supra* note 8.

³² Dear America Letters, "I pray for justice for every person unfairly denied a safe place to live. I pray for Congress to care, and for you, America, to care," Anonymous, <https://dearamericaletters.org/letters/blog-post-title-four-lr658-tcthp-gezsp>.

³³ Dear America Letters, "They accuse us of having violated peoples' rights because we followed the law, while every day, they violate peoples' civil rights by ignoring the law," Anonymous, <https://dearamericaletters.org/letters/blog-post-title-two-t5my5-k4xmd-hn5kd>.

³⁴ Dear America Letters, "We are effectively telling complainants that their pain and suffering is not worth addressing and remedying," Anonymous, <https://dearamericaletters.org/letters/we-are-effectively-telling-complainants-that-their-pain-and-suffering-is-not-worth-addressing-and-remedying>.

³⁵ *Id.*

³⁶ *Id.*

³⁷ U.S. Department of Housing and Urban Development, "Enforcement Guidance – Assessing Requests for the Use of an Animal as a Reasonable Accommodation Under the Fair Housing Act," Craig W. Trainor, May 22, 2026, <https://dredf.org/wp-content/uploads/2026/05/ESA-Enforcement-Memorandum-w-Appendix-05.22.2026-SIGNED-Incomplete-Access-Pass.pdf>.

construction of homes untimely.³⁸ With each of these policies, HUD has rolled back protections afforded by its civil rights statutes.

Furthermore, even while claiming that “better systems” have begun to resolve complaints quickly, HUD leadership has failed to offer public data of any kind to support these claims. In fact, since the Trump administration took office, HUD is now several years behind on statutorily-required annual fair housing reporting requirements.³⁹ HUD’s silence raises suspicions about what information, data, systems, policies, and decisions HUD is using to “expedite” complaints as well as prove how many cases have been resolved, closed, dropped, stalled, with explanations why.

Taken as a whole, these allegations and policies directly contradict the claim that HUD is “taking a detailed and deliberate approach to ensure that every program and process—including within the Office FHEO—is efficient and delivers on its intended purpose.”⁴⁰

- c. Assistant Secretary Trainor describes HUD as “committed” to investigations, yet HUD has deprived employees— and by extension the American people—of key tools to fight discrimination.

Despite claims that HUD is “committed to...investigating actual provable instances of unlawful discrimination in housing and resolving those cases appropriately and promptly,”⁴¹ the agency’s recent policy decisions suggest the opposite. Since the Trump Administration took office in January 2025, HUD has moved to roll back and weaken anti-discrimination protections. This includes the rescission of the agency’s affirmatively furthering fair housing (AFFH) and disparate impact rules, as well as two regulatory proposals that will weaken equal access to rental and homelessness assistance for families with mixed immigration statuses and protections for individuals based on gender identity and sexual orientation, respectively. HUD has also proposed to revise their 903 Discrimination Complaint Form to deny non-English speakers access to the civil rights and domestic violence complaint process.

For example, on January 14, 2026, HUD issued a proposed rule dismantling the agency’s longstanding practice of conducting disparate impact analyses in accordance with established law, even as it purported to leave interpretation “to the courts.”⁴² Under the Fair Housing Act, potential victims of discriminatory practices can use “disparate impact” to demonstrate (often with statistical data) how a policy or practice of a defendant has had a direct and statistical discriminatory effect on a protected class without being necessary to achieve any legitimate goal, making it invalid, even if the practice is neutral on its face.⁴³ Disparate impact is not just provable, but it has historically helped

³⁸ U.S. Department of Housing and Urban Development, “The Statute of Limitations Under the Fair Housing Act as Applied to Design and Construction Cases,” Craig W. Trainor, August 31, 2026, <https://www.hud.gov/sites/default/files/PA/documents/AS-Trainors-Guidance-on-the-Statute-of-Limitations-for-Design-and-Construction-Claims.pdf>.

³⁹ U.S. Department of Housing and Urban Development, “Statutorily or Congressionally Mandated Information: Fair Housing and Equal Opportunity,” <https://www.hud.gov/stat#fheo>.

⁴⁰ Trainor, *supra* note 1.

⁴¹ Trainor, *supra* note 1.

⁴² U.S. Department of Housing and Urban Development, Proposed Rule, “HUD’s Implementation of the Fair Housing Act’s Disparate Impact Standard,” January 14, 2026, <https://www.federalregister.gov/documents/2026/01/14/2026-00590/huds-implementation-of-the-fair-housing-acts-disparate-impact-standard>.

offset facially neutral policies and practices that result in unequal opportunities in housing.⁴⁴ Investigating allegations of disparate impact frequently help uncover often rare direct evidence of intentional discrimination. HUD's current disparate impact implementing regulation provides much-needed clarity to both plaintiffs and defendants alike because it lowers the chance that claims will go either unheard or unsubstantiated just because they may lack often rare direct evidence of discrimination. Overturning this rule to purportedly leave interpretation "to the courts" not only creates uncertainty that harms Americans who face housing discrimination, but also ignores that the Supreme Court already upheld the use of the disparate-impact standard under the Fair Housing Act.⁴⁵ By shutting down investigations and cases that may ultimately allege disparate impact discrimination, HUD has: abandoned its duty to fully investigate all cases, positioned itself to miss evidence of intentional discrimination that would have otherwise been brought to light, and allowed any defendant sophisticated enough to hide their discrimination with neutral language to continue with impunity.

Whistleblowers repeatedly cited HUD's efforts to undermine disparate impact analyses as harmful to the Department's ability to combat discrimination. According to one employee, "we've been told to deprioritize disparate impact cases and given no guidance on what that means."⁴⁶ As another employee explained, "disparate impact is what allows enforcement against policies that are neutral on their face but discriminatory in effect. Weakening that standard removes what is possibly the most valuable tool available to address systemic discrimination."⁴⁷

To the extent the Administration has grudgingly provided fair housing enforcement tools, it was not without a fight. Assistant Secretary Trainor, for example, has stated that as of September 2025, "HUD awarded \$24 million in Fair Housing Initiatives Program [FHIP] grants and will continue to administer the program consistent with the law. Our commitment to protecting taxpayer dollars and ensuring grant integrity are essential components of sustaining effective fair housing partnerships and the public trust."⁴⁸ This statement conveniently omitted the key detail that HUD awarded these funds only after a judge granted a temporary restraining order in ongoing litigation against HUD for withholding of FHIP grant funding for Fiscal Year (FY) 2024.⁴⁹

Recently, HUD has again tried to cut off FHIP funding for local fair housing organizations, which provide community-based fair housing assistance to seniors, disabled veterans, families with children, and more seeking housing free of discrimination. Collectively, FHIP recipients handle three-quarters

⁴³ Library of Congress, "Disparate Impact Claims Under the Fair Housing Act," <https://www.congress.gov/crs-product/R44203>.

⁴⁴ Center for American Progress, "The Truth about Disparate Impact and Equity," Mia Ives-Ruble, Mariam Rashid, and Hayley Durudogan, Aug. 13, 2025, <https://www.americanprogress.org/article/the-truth-about-disparate-impact-and-equity/>.

⁴⁵ Texas Department of Housing and Community Affairs v. Inclusive Communities Project, Inc., 576 U.S. 519 (2015).

⁴⁶ Dear America Letters, "We are effectively telling complainants that their pain and suffering is not worth addressing and remedying," Anonymous, <https://dearamericaletters.org/letters/we-are-effectively-telling-complainants-that-their-pain-and-suffering-is-not-worth-addressing-and-remedying>.

⁴⁷ Dear America Letters, "When enforcement fails, civil rights law remains written, but the country functions as if those protections were never implemented," Anonymous, <https://dearamericaletters.org/letters/when-enforcement-fails-civil-rights-law-remains-written-but-the-country-functions-as-if-those-protections-were-never-implemented>.

⁴⁸ Trainor, *supra* note 1.

⁴⁹ National Fair Housing Alliance v. Department of Housing and Urban Development (1:25-Cv-01965-SLS).

of all fair housing complaints every year.⁵⁰ HUD also attempted to reroute FY25 and FY26 FHIP funding away from dozens of local fair housing organizations,⁵¹ to a handful of inexperienced entities that do not provide direct fair housing services to communities.⁵² These actions undermine programs to address housing discrimination still experienced by too many Americans.

- d. Despite HUD’s claims to the contrary, continued staffing cuts and reassignments within HUD’s OFH and FHEO threaten to harm Americans’ civil rights by further limiting already constrained federal resources.

Assistant Secretary Trainor’s statement that HUD “will always ensure adequate staffing to fulfill our statutory obligations”⁵³ is contradicted by public records, witness testimony, GAO, and HUD OIG reporting which have overwhelmingly found that the agency continues to struggle with the downstream effects of understaffing. For example, although the response acknowledges a September 2024 HUD OIG audit which found that the overwhelming majority of housing discrimination investigations failed to meet the 100-day statutory resolution timeline, it omitted three of their five reasons citing why FHEO struggles with these issues, which include: “(1) limited staffing and training, (2) staff workload, [and] (3) complexity of the casework.”⁵⁴ HUD OIG notably cited these problems in 2024, during a time when staffing levels were higher than they are now.⁵⁵

Writ large, the Trump Administration has prioritized further eliminating staff at HUD, exacerbating resource challenges. In September, whistleblowers warned of significant reductions to the OFH and FHEO workforce,⁵⁶ a concern echoed once again by whistleblowers in April. According to a current employee, “FHEO has lost more than 50% of its staff since January 2025, and they are still trying to shrink us.”⁵⁷ Another, citing staffing challenges, noted that “because of our staffing levels...especially now, deprioritizing...cases means simply never reviewing them...there is simply more work to do than staff to do it.”⁵⁸

⁵⁰ National Fair Housing Alliance, 2024 Fair Housing Trends Report, <https://nationalfairhousing.org/resource/2024-fair-housing-trends-report/>.

⁵¹ U.S. Department of Housing and Urban Development, “FY 2024 Notice of Funding Availability/FY24 Fair Housing Initiative Program - Fair Housing Organizations Initiative,” https://archives.hud.gov/funding/2024/FHIP_Fair_Housing_Organizations.cfm.

⁵² U.S. Department of Housing and Urban Development, “Congressional Notification and Embargo Date FY25/FY26 FHIP Competitive Grant and Cooperative Agreement Awards,” August 25, 2026, email on file with Committee.

⁵³ Trainor, *supra* note 1.

⁵⁴ U.S. Department of Housing and Urban Affairs Office of Inspector General, “FHEO Faces Challenges in Completing Investigations Within 100 Days,” Sept. 24, 2024, https://www.hudoig.gov/sites/default/files/2024-09/2024-bo-0005_508.pdf.

⁵⁵ National Low Income Housing Coalition, “U.S. Interagency Council on Homelessness Staff Placed on Administrative Leave; HUD Workforce Drops by Estimated 23% Since January – Take Action!,” Apr. 21, 2025, <https://nlihc.org/resource/us-interagency-council-homelessness-staff-placed-administrative-leave-hud-workforce-drops>.

⁵⁶ Letter by Named and Anonymous OFH Attorneys to Ranking Member Elizabeth Warren, August 27, 2025, on file with Senate Committee on Banking, Housing and Urban Affairs Minority, p. 4.

⁵⁷ Dear America Letters, “They accuse us of having violated peoples’ rights because we followed the law, while every day, they violate peoples’ civil rights by ignoring the law,” Anonymous, <https://dearamericaletters.org/letters/blog-post-title-two-t5my5-k4xmd-hn5kd>.

⁵⁸ Dear America Letters, “We are effectively telling complainants that their pain and suffering is not worth addressing and remedying,” Anonymous, <https://dearamericaletters.org/letters/we-are-effectively-telling-complainants-that-their-pain-and-suffering-is-not-worth-addressing-and-remedying>.

Continued reports of these alleged troubling patterns while HUD fails to demonstrate or prove anything to the contrary, only raises further questions about the state of fair housing and civil rights enforcement. As part of Congress's continued oversight, I once again ask that HUD provide responses to the following requests no later than October 28, 2026.

Enforcement

1. The Department is responsible for implementing and enforcing the following laws through OFH and FHEO: the Fair Housing Act, Title VI of the Civil Rights Act of 1964, Section 109 of the Housing and Community Development Act of 1974, Section 504 of the Rehabilitation Act of 1973, Titles II and III of the Americans with Disabilities Act of 1990, the Architectural Barriers Act of 1968, the Age Discrimination Act of 1975, Title IX of the Education Amendments Act of 1972, and the Violence Against Women Act (VAWA).
 - a. What directives, if any, have you provided HUD political and career staff regarding the implementation and enforcement of these laws since you began at HUD? Please provide copies of all documents and communications between you and HUD political and career staff regarding these laws and any directives regarding internal processes.
 - b. What changes, if any, has HUD made to the implementation and enforcement of these laws since you began at HUD in an acting capacity? Please provide copies of all documents and communications summarizing and implementing these changes.

Staffing

2. Since January 19, 2025, what specific steps has HUD taken to reduce, reassign or otherwise change the number of staff, attorneys, and/or supervisors at OFH and FHEO?
 - a. Describe when these reductions, reassignments, and/or changes took place.
3. Provide a comprehensive organizational chart of all OFH and FHEO staff as of January 1, 2025.
 - a. Provide a parallel organizational chart of all OFH and FHEO enforcement staff as of May 1, 2026.
 - b. Indicate any and all employees who have resigned, been terminated (or whose probationary period was not renewed), or were transferred out of OFH and FHEO, or whose work portfolio was otherwise changed. Please also provide notice of any employees who were disciplined along with the reason for that discipline.
 - i. For employees who were transferred, indicate the office to which they were moved, the date of their transfer, and the length of the transfer.
4. Provide data indicating the total number of full-time employees at OFH and FHEO, respectively, as of January 19, 2025 and October 14, 2026?
 - a. Indicate any and all positions that were filled as of January 19, 2025 and that are currently vacant at OFH and FHEO, respectively.

- b. Please provide job descriptions, the location of such positions (ie: DC headquarters, Alexandria office, and regional or field offices), and an overview of the responsibilities of each open position.
 - i. For regional and field office staff, please indicate whether they are covering work that as of January 19, 2025, was previously handled by any other regional or field office.
 - ii. For headquarters, including special advisors, special assistants, management, supervisor, and SES positions, please provide the position description, date of hire, and role and responsibilities for each position.
 - c. Provide data detailing the number of staff who worked on VAWA-related matters as of January 19, 2025 and how many staff are currently responsible for such work. Please disaggregate staff by office and list the other non-VAWA responsibilities for each.
 - d. Include the title of each position that directly supports VAWA enforcement.
 - e. Include the tenure of each employee.
5. How did HUD determine which roles and individuals to retain versus eliminate, reassign, or alter? Provide copies of any methodology or other documents describing HUD's process.
 - a. Provide HUD's justification for these changes.
 - b. For any reassignments, indicate the department to which each employee was transferred.
 - c. Indicate the anticipated duration, start-date, and end date of each reassignment.
 - d. Specify whether these individuals worked on VAWA-related matters.
6. Does HUD have any plans to further reduce, reassign, or otherwise change the number of staff and attorneys working at OFH and FHEO? If so:
 - a. Describe when these reductions, reassignments, and/or changes will take place and the location of such positions (ie: headquarters, regional, or field offices).
7. How will HUD determine which roles and individuals to retain versus eliminate, reassign or alter? Provide copies of any methodology or other documents describing HUD's process.
 - a. Provide HUD's justification for these changes.
 - b. For any planned reassignments, indicate where each employee will be transferred and whether they continue to work on issues directly related to fair housing and civil rights.
 - c. Indicate the anticipated duration, start-date, and end-date of the reassignment.
 - d. Specify whether these individuals work on VAWA-related matters.

Staff Policies and Guidance

8. Provide a copy of any and all legal guidance, enforcement guidelines, recommendations, or advisories provided to OFH and FHEO staff and attorneys since January 20, 2025.
9. Provide a copy of any and all legal guidance, enforcement guidelines, recommendations, or advisories provided to HUD employees *regarding* OFH and FHEO staff and attorneys since January 20, 2025.
10. Provide a copy of any and all legal guidance, enforcement guidelines, recommendations, or advisories provided to HUD programmatic offices and employees *regarding protocols* for fair housing and civil rights-related reviews or counsel from OFH and FHEO since January 20, 2025.
11. According to current and former employees of OFH and FHEO, HUD political leadership issued guidance prohibiting OFH attorneys from communicating with external parties both within and outside of HUD without express approval from political leadership.⁵⁹
 - a. Which HUD officials issued or directed the issuance of guidance limiting OFH attorneys' ability to communicate with parties outside of OFH?
 - b. Provide any and all of HUD's written policies describing the process under which OGC attorneys and staff are permitted to communicate with external parties.
 - c. To the extent that policies differ within OGC offices, provide the policy for each office including: Assisted Housing and Community Development, Ethics, Appeals, and Personnel Law, OFH, Finance Law, Insured Housing, Legislation and Regulations, Litigation, Operations, and Program Enforcement.
 - d. Disaggregated by OGC office, indicate which internal processes require approval from HUD political appointees.

Fair Housing Complaint Process

12. Provide a copy of HUD's annual fair housing reports to Congress for FYs 2024 and 2025, which have yet to be published in accordance with Section 808 of the Fair Housing Act and Section 561 of the Housing and Community Development Act of 1987. "These statutes require the Secretary of Housing and Urban Development (HUD) to report annually to Congress on several aspects of HUD's work in fair housing."⁶⁰ Yet there has been no reporting under the current Trump Administration and prior reports—including those released under the first Trump Administration—have been taken off of the agency's website and are no longer widely available to the public.
13. Provide data indicating the number of housing discrimination complaints and cases HUD has closed since January 19, 2025.
 - a. Include the protected class of each complaint.
 - b. Include the Department's justification for ultimately closing the complaints and cases.

⁵⁹ Warren, *supra* note 4 at 4.

⁶⁰ U.S. Department of Housing and Urban Affairs, "Fiscal Year (FY) 2023 State of Fair Housing Annual Report to Congress," January 16, 2025, https://www.hud.gov/sites/dfiles/SFH/documents/FHEO_Annual_Report_FY_2023.pdf.

- c. Include any and all fair housing and civil rights complaints and cases under HUD that are pending closure as of October 14, 2026.
 - d. Include the disposition, if any (i.e., charge, no cause determination, successful conciliation).
 - e. Include the basis for potential closure.
14. Provide any and all of HUD's current written policies describing attorney participation in the complaint settlement process for offices within HUD's OGC including: Assisted Housing and Community Development, Ethics, Appeals, and Personnel Law, OFH, Finance Law, Insured Housing, Legislation and Regulations, Litigation, Operations, and Program Enforcement.
- a. Specify the name and positions of all staff who oversee OFH and FHEO involvement in settlements.
 - b. Indicate any portions of the processes that require approval from HUD political leadership.
15. Preserve copies of any and all OFH and FHEO documents and correspondence, including email communications, since January 20, 2025 that include the terms, "executive order," "EO," "E.O.," or the numbers "14151," "14168," and "14173."
- a. Please provide HUD's current scoring methodology for FHIP grants, along with an account of how HUD has changed its scoring methodology for FHIP grants in response to Trump Administration Executive Orders 14151, 14169, and 14173?
16. Provide data detailing the average processing time for complaints received by offices within HUD OGC as of January 19, 2025.
17. Provide data detailing the average processing time for complaints received by offices within HUD OGC as of October 14, 2026. Also indicate whether they were closed for lack of jurisdiction, administrative closure, no cause, settlement, cause/charge, or another reason.
18. On December 13, 2024, HUD OIG completed an audit report entitled, "FHEO is Making Progress in Addressing Challenges in Conducting Civil Rights Compliance Reviews," in which they found that:

"FHEO is making progress in addressing several challenges in conducting civil rights compliance reviews, including (1) limited staff and resources, (2) the need for trained and experienced staff, (3) a lack of centralized guidance for conducting compliance reviews, (4) a lack of guidance for making strategic target selections, and (5) structural barriers that affect compliance reviews."

HUD OIG concluded that:

"With increased resources and capacity, improved guidance, increased authority to determine and interpret civil rights related program requirements within the Department, and a commitment from all program offices, FHEO's compliance review function can be more effective in promoting compliance with civil rights laws."

- a. In light of this report, describe and summarize how recent reductions in staff at HUD (since January 20, 2025) have impacted FHEO's enforcement of civil rights compliance, including HUD's ability to complete complaint investigations within the statutorily required 100-day timeframe.
- b. To what extent did HUD incorporate the findings of the 2024 HUD OIG audit as part of its decision to reduce and reassign staff?

19. To what extent will HUD incorporate the findings of GAO's recent report?

Sincerely,



Elizabeth Warren
Ranking Member
Committee on Banking,
Housing, and Urban Affairs