



July 31, 2025

To the Members of the United States Senate:

As the Senate considers the renomination of Andrea Lucas to be a Commissioner on the Equal Employment Opportunity Commission, and serve as its Chair, the U.S. Chamber of Commerce (Chamber) offers the following observations. As she made clear during her confirmation hearing, Ms. Lucas' tenure on the EEOC has prepared her well to continue leading it.

Before serving on the EEOC, Ms. Lucas was in private practice at a highly respected, national firm. Her experience there working with employers to resolve discrimination claims was excellent training for her service on the EEOC. She was nominated by President Trump in 2020 and has served as the Acting Chair since President Trump elevated her on January 20, 2025. President Trump renominated her to another term on the EEOC on March 24, 2025.

The EEOC under the previous leadership was characterized by resistance to employer concerns and not accepting the employer community's sincere interest in working with it to find reasonable solutions on issues such as regulations implementing the Pregnant Workers Fairness Act and workplace harassment guidelines. As she detailed during her confirmation hearing, Chair Lucas believes in finding balance in EEOC policies and decisions.

Chair Lucas is dedicated to restoring the EEOC's integrity so that all parties can feel they were heard and respect the actions taken by it. We urge the Senate to swiftly consider Chair Lucas's nomination, and we look forward to collaborating with her upon her confirmation.

Sincerely,

Neil L. Bradley
Executive Vice President, Chief Policy Officer,
and Head of Strategic Advocacy
U.S. Chamber of Commerce