



# How HHS is Eradicating Bias Against Americans of Faith

Protecting conscience. Defending parent's rights. Supporting faith-based Americans.

The HHS Anti-Christian Bias Action Report is grounded in a five-part methodology which included analysis of religion-based EEO complaint data from FY 2020–2025, OCR-led listening sessions with faith-based and advocacy organizations, and a review of historical conscience and religious freedom enforcement actions. The report also reviewed data from the HHS Anti-Religious Bias Survey, which captured the extent of bias experienced across the agency. Together, these sources shaped a set of proposed next steps and corrective actions to strengthen conscience protections and religious liberty for every American.

## WHERE WE'VE SEEN BIAS

The Task Force identified areas where prior policies and their implementation contributed to anti-Christian and anti-religious bias:

1



**Weakened enforcement of conscience protections**, e.g. in the University of Vermont Medical Center case involving a nurse who objected to participating in an abortion on religious grounds.

2



**Advancing gender ideology policies** through HHS guidance and rulemaking without clear protection for religious objectors.

3



**Providing a foothold through child welfare policies** for states to condition foster-care participation, licensure, and placement decisions on affirmation of gender ideology impacting Christian foster families and faith-based providers.

4



**Creating uncertainty for parents** about whether religious exemptions would be respected in health care decisions affecting their children, including in the Vaccines for Children Program.

## HOW HHS IS REVERSING COURSE

HHS is taking decisive action through its components to restore conscience protections and defend religious freedom:

1



**Opening almost 20 high-impact conscience enforcement actions.**

2



**Clarifying protections for parents** in the Vaccines for Children Program, including a Dear Colleague Letter affirming religious and conscience exemptions and HIPAA Privacy Rule obligations.

3



**Reversing course on prior HHS positions** that weakened conscience protections and advanced gender ideology, including rescinding 2022 HHS notice and guidance on so-called “gender-affirming” care and identifying eight prior documents that no longer reflect the Department’s views or current law.

4



**Ceasing gender-ideology requirements**, including issuing a directive to 46 states and territories to remove gender ideology from federally funded Personal Responsibility Education Program (PREP) materials, and termination of California’s PREP grant after noncompliance.

5



**Ensuring States do not enact foster-care policies that burden religious families and providers**, including letters to Massachusetts and Oregon.

6



**Engaging in regulatory reform** to make conscience protections clearer for providers, patients, and faith-based entities.