



September 10, 2025

Dear Senator,

Re: Opposition to the Nomination of Brittany Panuccio as EEOC Commissioner

On behalf of the American Association of University Women (AAUW), I urge you to oppose the nomination of Brittany Panuccio to serve as a Commissioner on the U.S. Equal Employment Opportunity Commission (EEOC).

The EEOC plays a critical role in advancing workplace equity. Established by Congress to enforce federal laws prohibiting employment discrimination, the Commission investigates complaints, litigates cases, and provides guidance to ensure that all workers are treated fairly. Commissioners set enforcement priorities, issue policy guidance, and safeguard the agency's independence.

As the Administration actively reverses how anti-discrimination protections are enforced, the EEOC's mission — to prevent and remedy discrimination and to promote equal opportunity for all workers — has never been more urgent. An agency that is independent of political interference is essential to protecting the rights of millions of workers.

Newly released data from the U.S. Census Bureau underscores why. For the second year in a row, the gender pay gap between men and women working full-time has widened to a statistically significant degree. Women, and especially women of color, are being pushed further behind in the workplace. Widening pay gaps and weak employment protections erode women's lifelong economic security — limiting their ability to build wealth, save for retirement, and support their families. At a moment when workers urgently need strong enforcement of civil rights laws, the Administration's nomination of Ms. Panuccio signals a troubling disregard for equity.

Ms. Panuccio's record and lack of qualifications make clear she is unfit to advance the EEOC's mission:

- She helped write the 2020 DeVos Title IX regulations, narrowing schools' responsibility to address sexual assault and harassment and sidelining survivors' rights.
- In her confirmation hearing, she refused to affirm the EEOC's independence when asked if she would comply with a hypothetical order from President Trump to halt enforcement of sex discrimination protections.
- She has no experience in employment law, leaving her ill-prepared to enforce anti-discrimination protections that affect millions of workers.

The EEOC must remain a strong, independent agency charged with protecting workers from discrimination. Ms. Panuccio's record demonstrates that she would weaken, rather than strengthen, those protections at a time when women can least afford further setbacks.



For more than 140 years, AAUW has advanced equity in education and the workplace. The widening gender pay gap is a clear warning that the labor market is failing women, reflecting systemic inequities that undermine lifelong economic security and weaken families and communities. The EEOC's independence and vigilance is essential to reversing these trends and ensuring fair outcomes for all workers.

For these reasons, we urge you to reject Ms. Panuccio's nomination and send a clear message that the EEOC requires leaders who will strengthen — rather than undermine— its independence and effectiveness. Her nomination must be judged on its own merits, not bundled into a package of nominees to ease her confirmation.

Votes associated with this nomination may be scored in the AAUW Action Fund Congressional Voting Record for the 119th Congress. Please do not hesitate to contact me at 202-728-3300 if you have any questions.

Sincerely,

A handwritten signature in purple ink that reads "Meghan Kissell". The signature is written in a cursive, flowing style.

Meghan Kissell
Senior Director, Policy & Member Advocacy