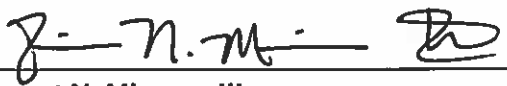


Secretary's Order 03-2025 - To Cease and Desist All Investigative and Enforcement Activity Under Rescinded Executive Order 11246.

Date: January 24, 2025

1. **Purpose.** To immediately cease and desist all investigative and enforcement activity under the rescinded Executive Order 11246, *Equal Employment Opportunity (September 24, 1965)*, and the regulations promulgated under it. DOL no longer has any authority under the rescinded Executive Order 11246. This order applies to all DOL employees, including OFCCP, OALJ, and ARB.
2. **Authorities.** This Order is issued pursuant to the President's Executive Order, *Ending Illegal Discrimination and Restoring Merit-Based Opportunity (January 21, 2025)*, which repeals Executive Order 11246 and its subsequent amendments.
3. **Orders.**
 - a. Cease and desist all investigative and enforcement activity under the rescinded Executive Order 11246 and the regulations promulgated under it. This includes all pending cases, conciliation agreements, investigations, complaints, and any other enforcement-related or investigative activity.
 - b. Notify all regulated parties with impacted open reviews or investigations by January 31, 2025, that the EO 11246 component of the review or investigation has been closed and the Section 503 and VEVRAA components of the review or investigation are being held in abeyance pending further guidance.
4. **Privacy.** This Order is subject to applicable laws, regulations, and procedures, including the Privacy Act. This Order does not apply where prohibited by law.
5. **Effective Date.** This order is effective immediately.



Vincent N. Micone, III
Acting Secretary of Labor

Jan 24, 2025
Date