

January 31, 2025

MEMORANDUM FOR : Reviewer of 1220-0045

FROM : Tiffany Pinkney, Chief
Division of Collection and Review
Office of Safety and Health Statistics
Office of Compensation and Working Conditions
Bureau of Labor Statistics

SUBJECT : Nonsubstantive change request for the Reference Year (RY)
2024 Survey of Occupational Injuries and Illnesses

The Bureau of Labor Statistics (BLS) seeks approval for nonsubstantive updates to collection instruments and screens in the BLS Internet Data Collection Facility (IDCF) for the ongoing collection of the reference year (RY) 2024 Survey of Occupational Injuries and Illnesses (SOII) to comply with Executive Order (EO) 14168, titled *Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government*. These changes are not expected to impact respondent burden.

Background

On January 20, 2025, President Trump issued EO 14168 directing, "Agencies shall remove all statements, policies, regulations, forms, communications, or other internal and external messages that promote or otherwise inculcate gender ideology, and shall cease issuing such statements, policies, regulations, forms, communications or other messages. Agency forms that require an individual's sex shall list male or female, and shall not request gender identity. Agencies shall take all necessary steps, as permitted by law, to end the Federal funding of gender ideology."

To comply with this EO, the BLS will apply nonsubstantive updates to publicly posted collection forms for the Survey of Occupational Injuries and Illnesses (SOII) as follows:

1. On the 2024 SOII collection form (English), Section 3 Injury and Illness Case Form, Question 5, replace the label "Employee's gender" with "Employee's sex." Responses to this question remain unchanged as "Male" or "Female."
2. On the 2024 SOII collection form (Spanish), Sección 3 Informando Casos, Question 5, replace the label "Género del empleado" with "Sexo del empleado." Responses to this question remain unchanged as "Masculino" or "Femenino."
3. On the 2024 SOII fax response form, Injury and Illness Case Form, Question 5, replace the label "Employee's gender" with "Employee's sex." Responses to this question remain unchanged as "Male" or "Female."

The BLS will also implement the following nonsubstantive change to screens in its SOII Internet Data Collection Facility (IDCF) application:

1. In Section 3. Cases with Days Away From Work, Job Transfer, or Restriction, Question 5, replace the label "Employee's gender" with "Employee's sex." Responses to this question remain unchanged as "Male" or "Female."

Additionally, the BLS works with a contract printer to print and mail some SOII collection forms for which there is an existing inventory of forms. Some of these forms include the label “gender.” BLS will work with the contractor to produce new forms replacing “gender” with “sex” as soon as possible.

If you have any questions about this request, please contact Tiffany Pinkney by telephone at 202-691-6218 or by e-mail at pinkney.tiffany@bls.gov.

Attachment(s)

2024 SOII collection form (English)

2024 SOII collection form (Spanish)

2024 SOII fax form

IDCF Screen shots