



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

MEMORANDUM

To: Heads and Acting Heads of Departments and Agencies
From: Charles Ezell, Acting Director
Date: February 28, 2025
Re: 2025 Federal Employee Viewpoint Survey and Compliance with Recent Executive Orders

In response to Executive Order (EO) 14151 [*Ending Radical and Wasteful Government DEI Programs and Preferencing*](#), and EO 14168 [*Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government*](#), the U.S. Office of Personnel Management (OPM) is providing the below guidance.

I. This Year's Federal Employee Viewpoint Survey

For this year's Federal Employee Viewpoint Survey (FEVS), OPM will remove the 13 diversity, equity, inclusion and accessibility (DEIA) questions that were added in 2022, as well as gender ideology-related questions. OPM will also reintroduce a question on poor performers asked in previous years but removed by the Biden Administration: "In my work unit, steps are taken to deal with a poor performer who cannot or will not improve."

In addition, OPM will not administer the FEVS in May 2025 as originally planned. Instead, OPM is delaying this year's FEVS to reduce the administrative burden on agencies as they address President Trump's urgent governmentwide priorities—many of which have upcoming deadlines. OPM will administer the FEVS later in the year.

II. FEVS Content from Previous Years

OPM will update the [U.S. OPM Federal Employee Viewpoint Survey Website](#) and remove DEIA and gender ideology-related features and content. In addition, it will mark reports from 2012-2024 as having content that is inconsistent with the EOs, and encourages agencies to do the same regarding FEVS content on their websites. The [FEVS Reporting and Analysis Tool](#) will be similarly updated.

Please contact evs@opm.gov with any questions.

cc: CHCOs, Deputy CHCOs, Human Resources Directors, and Chiefs of Staff.