

The Honorable Ricardo S. Martinez

UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF WASHINGTON
AT SEATTLE

WASHINGTON STATE ASSOCIATION OF
HEAD START AND EARLY CHILDHOOD
ASSISTANCE AND EDUCATION
PROGRAM; ILLINOIS HEAD START
ASSOCIATION; PENNSYLVANIA HEAD
START ASSOCIATION; WISCONSIN HEAD
START ASSOCIATION; FAMILY
FORWARD OREGON; and PARENT
VOICES OAKLAND,

Plaintiffs,

v.

ROBERT F. KENNEDY, JR., in his official
capacity as Secretary of Health and Human
Services; U.S. DEPARTMENT OF HEALTH
AND HUMAN SERVICES; ANDREW
GRADISON, in his official capacity as Acting
Assistant Secretary of the Administration for
Children and Families; ADMINISTRATION
FOR CHILDREN AND FAMILIES; OFFICE
OF HEAD START; and TALA HOOBAN, in
her official capacity as Acting Director of the
Office of Head Start,

Defendants.

Case No. 2:25-cv-00781-RSM

DECLARATION OF KRISTIN B.
JOHNSON

COMES NOW Kristin B. Johnson, being duly sworn, does hereby swear and affirm:

1. I am an Assistant United States Attorney assigned to handle the above-captioned matter.

2. Attached as Exhibit A are what I believe to be true and correct copies of guidance issued by the U.S. Equal Employment Opportunity Commission (EEOC) and/or the U.S. Department of Justice (DOJ) on March 19, 2025, which were obtained by the United States Attorney's Office from the EEOC's website, at <https://www.eeoc.gov/what-do-if-you-experience-discrimination-related-dei-work> and <https://www.eeoc.gov/wysk/what-you-should-know-about-dei-related-discrimination-work> (both last accessed June 6, 2025).

EXECUTED this 6th day of June, 2025.

s/ Kristin B. Johnson

KRISTIN B. JOHNSON

Assistant United States Attorney