

Congress of the United States
Washington, DC 20515

December 19, 2017

Satya Nadella
CEO, Microsoft
1 Microsoft Way,
Redmond, WA 98052

Dear Mr. Nadella,

We write today in support of Microsoft's decision to eliminate forced arbitration in cases of sexual harassment and urge you to take similar action regarding cases of workplace discrimination whether they be race, gender identification or expression, sexual orientation, or religion. Microsoft has worked to be a leader in corporate social responsibility. We hope today's decision is the beginning of a continued effort to increase accountability and transparency for employees.

Despite efforts from the tech industry to diversify its workforce, the industry has fallen short of its goals. This creates concern among Americans of an inherent bias in the industry. According to a recent survey conducted by the Pew Research Center, minorities working in the tech industry have significant concerns about racial discrimination they face in the workplace. Specifically, two-thirds of African Americans and half of Hispanic Americans see racial discrimination as a major problem in the tech industry. Removing forced arbitration from Microsoft's employee contracts is a simple way to create a more inclusive culture. In your blog post detailing your decision, you rightfully state that:

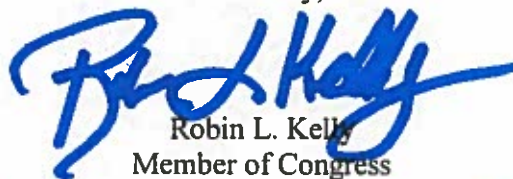
"Even as we look squarely at the sins of the past, we must take stronger steps to prevent these problems in the future. Because the silencing of voices has helped perpetuate sexual harassment, the country should guarantee that people can go to court to ensure these concerns can always be heard."

We believe that this statement can be equally applied in instances to other instances of discrimination. As you look to continue eliminating workplace discrimination, we would appreciate insight into Microsoft's specific policies regarding discrimination. Specifically, we would like to know

- 1) Do Microsoft employee contracts currently require forced arbitration in cases of discrimination, racial or otherwise?
- 2) If so, is Microsoft planning on taking steps to eliminate this requirement similar to the decision to eliminate required arbitration for sexual harassment?

While we commend Microsoft for steps it has taken to prevent workplace discrimination, more can be done. We strongly encourage you to open a dialogue with us to ensure equal access to the justice system for all victims of discrimination.

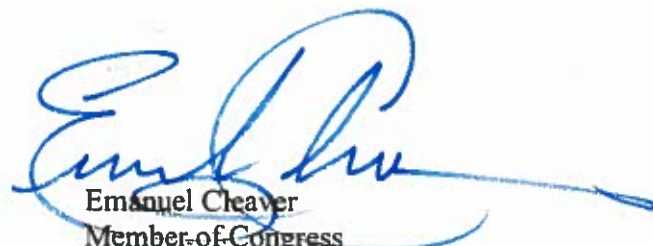
Sincerely,



Robin L. Kelly
Member of Congress



Bonnie Watson Coleman
Member of Congress



Emanuel Cleaver
Member of Congress