

HB 1196 -- POSTSECONDARY EDUCATION DISCRIMINATION

SPONSOR: Richey

This bill provides definitions for "discriminatory ideology" which includes any ideology that promotes the differential treatment of any individual or group of individuals based on characteristics of race, color, religion, sex, gender, ethnicity, national origin, or ancestry. The bill prohibits any public institution of post secondary education from requiring any applicant, employee, student or contractor to endorse such discriminatory ideology. The bill also prevents institutions from requiring a "diversity, equity, and inclusion statement" as defined in the bill from such individuals.

Any individual that is determined to have been compelled to endorse a discriminatory ideology or submit a diversity, equity, and inclusion statement, or that is adversely affected by preferential considerations provided to any individual that endorses such ideology or submits such statement may pursue an action for injunctive or declaratory relief as outlined against such institution.

The bill provides for discipline procedures to be taken by the institution for any individual that violates the provisions outlined by first being placed on unpaid leave for an academic year, and being ineligible for employment by another institution in the state, any subsequent offense would result in termination and ineligibility for employment for five years.

The bill requires each institution to annually submit a written report of compliance to the Speaker of the House and the Senate's President Pro Tem.