

HB 2198 -- PROTECTIONS AGAINST IDEOLOGICAL DISCRIMINATION

SPONSOR: Hudson

This bill defines "discriminatory ideology" as including any ideology that promotes the differential treatment of any individual or group of individuals based on characteristics of race, color, religion, sex, gender, sexuality, 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 against such institution, as provided in the bill.

This bill requires academic institutions to develop a policy for compliance by July 1, 2025. The policy shall include disciplinary measures for an employee who violates the policy. Beginning July 1, 2026, institutions shall submit an annual written report on compliance to the Joint Committee on Higher Education.

This bill is the same as HB 1737 (2024) and HCS HB 1196 (2023).