

POLICY NO. 10

Area: Board of Trustees

Date Adopted: April 25, 2025

*Original on file in the
Office of General Counsel*

Certified By: Morakinyo A.O. Kuti,
President Central State University

Revisions Approved: _____

Subject: Intellectual Diversity and Prohibited DEI Activities

Effective immediately.

POLICY

Central State University is committed to providing an educational environment that promotes intellectual diversity, free inquiry, and the pursuit of knowledge. The University affirms its primary function to practice, support, discover, improve, transmit, and disseminate knowledge and citizenship education through research, teaching, discussion, and debate with the fullest degree of intellectual diversity.

DEFINITIONS

"Diversity, Equity, and Inclusion (DEI)" means programs, activities, offices, departments, orientations, trainings, or initiatives specifically designed to promote diversity, equity, and inclusion as defined by the prohibited activities outlined in this policy.

"Intellectual Diversity" means the exposure of students, faculty, and staff to a variety of political and ideological perspectives within academic disciplines and institutional programming.

"Controversial Belief or Policy" means any belief or policy about which reasonable members of the University community disagree, particularly those involving social, political, or religious viewpoints.

"Diversity Statement" means any written or oral statement required of applicants describing their commitment to diversity, equity, inclusion, or any ideology, principle, concept, or formulation that requires commitment to any controversial belief or policy.

"Political or Ideological Litmus Test" means any requirement, formal or informal, that applicants or employees demonstrate agreement with or commitment to particular political or ideological positions as a condition of hiring, promotion, or admission.

PROHIBITED ACTIVITIES

The University prohibits all of the following:

A. DEI-Related Prohibitions

1. Orientation and Training Courses: Any orientation or training course regarding diversity, equity, and inclusion, except where the University submits a written request for exception to the Chancellor of Higher Education demonstrating the course is required to:
 - Comply with state and federal laws or regulations
 - Comply with state or federal professional licensure requirements
 - Obtain or retain accreditation
2. Offices and Departments: The continuation of existing diversity, equity, and inclusion offices or departments, and the establishment of new diversity, equity, and inclusion offices or departments.
3. Job Descriptions: Using diversity, equity, and inclusion terminology in job descriptions.
4. Consulting Services: Contracting with consultants or third-parties whose role is or would be to promote admissions, hiring, or promotion based on race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression.
5. Institutional Scholarships: The establishment of new institutional scholarships that use diversity, equity, and inclusion in any manner. For existing institutional scholarships with such requirements, the University shall eliminate these requirements to the extent possible, except where prevented by donor requirements.
6. Replacement Activities: Replacing prohibited DEI activities with different designations that serve the same or similar purposes or use the same or similar means.

B. Hiring, Promotion, and Admissions Prohibitions

1. Political and Ideological Litmus Tests: The use of political and ideological litmus tests in all hiring, promotion, and admissions decisions.
2. Diversity Statements: Requiring diversity statements or any other assessment of applicants' political or ideological views in hiring, promotion, or admissions processes.
3. Ideological Requirements: Encouraging, discouraging, requiring, or forbidding applicants to endorse, assent to, or publicly express any given ideology or political stance.

C. Academic and Work Environment Prohibitions

1. Student Indoctrination: Faculty and staff shall not seek to indoctrinate students with any social, political, or religious point of view and shall allow and encourage students to reach their own conclusions about controversial beliefs or policies.
2. Institutional Endorsement: The University will not endorse or oppose, as an institution, any controversial belief or policy, except on matters that directly impact the University's funding or mission, or to support the United States Congress when it establishes a state of armed hostility against a foreign power.
3. Work and Study Conditions: Using processes or decisions regulating conditions of work or study (committee assignments, course scheduling, workload policies) to encourage, discourage, require, or forbid ideological or political expression.

INSTITUTIONAL COMMITMENTS

A. Mission and Function

The University affirms and declares that its primary function is to practice, support, discover, improve, transmit, and disseminate knowledge and citizenship education through research, teaching, discussion, and debate.

B. Intellectual Diversity Requirements

The University shall:

1. Ensure the fullest degree of intellectual diversity in all academic and institutional activities
2. Demonstrate intellectual diversity in:
 - Course approval processes
 - Approval of courses satisfying general education requirements
 - Student course evaluations
 - Common reading programs
 - Annual faculty and staff reviews
 - Strategic goals for each department
 - Student learning outcomes

C. Speaker Diversity

The University will seek out invited speakers who represent diverse ideological and political perspectives.

D. Transparency Requirements

The University shall post prominently on its website a complete, searchable list of all speaker fees, honoraria, and emoluments exceeding \$500 for University-sponsored events. This list shall be:

- Accessible from the main page within three links
- Searchable by keywords and phrases
- Accessible without user registration

EXCEPTIONS AND EXEMPTIONS

A. Research Grants

When research grant requirements conflict with this policy's prohibitions, the University shall endeavor to comply with this policy while retaining grant eligibility, including consulting with legal counsel. If compliance is impossible, the University may submit a written exception request to the Chancellor.

B. Professional Judgment

This policy does not apply to the exercise of professional judgment regarding:

- How to accomplish intellectual diversity within academic disciplines
- Whether to endorse consensus or foundational beliefs of academic disciplines

Unless such professional judgment is misused to constrict intellectual diversity or take prohibited actions.

C. Existing Contracts

Prohibitions do not apply to research grant agreements or contracts entered into prior to June 26, 2025, but apply to any renewals occurring on or after that date.

D. Permitted Activities

This policy does not prohibit:

- Recognition of national and state holidays
- Support for the Constitution and laws of the United States or Ohio
- Display of American or Ohio flags
- Compliance with existing anti-discrimination laws and policies

REPORTING AND COMPLIANCE

Any concerns about potential violations of this policy should be reported to the Office of General Counsel. All University departments and personnel are responsible for ensuring compliance with this policy in their respective areas of responsibility.

The University shall submit required exception requests to the Chancellor of Higher Education as specified in this policy, including detailed explanations of circumstances and compliance efforts.

RELATIONSHIP TO OTHER POLICIES

This policy operates in conjunction with existing University policies including Policy No. 8 (Discrimination, Harassment, and Retaliation Policy) and other applicable employment, academic, and student conduct policies. Where conflicts arise, this policy shall govern matters specifically addressed by Ohio Revised Code 3345.0217.