



Ohio Administrative Code

Rule 3342-5-24 University policy regarding Kent state university's compliance with Senate Bill 1 of the 136th General Assembly of the State of Ohio.

Effective: August 25, 2025

(A) Policy statement. In accordance with the law commonly referred to as "Senate Bill 1" as passed by the 136th Ohio General Assembly, and as signed by Governor Michael DeWine, and as further codified in section 3345.0217 of the Revised Code, Kent state university adopts this policy.

(B) It is the policy of Kent state university to prohibit all of the following:

(1) Any orientation or training course regarding diversity, equity, and inclusion, unless the institution submits a written request for an exception to the chancellor of higher education because the institution determines the orientation or training course is exempt from that prohibition because all aspects of the orientation or course are required to do any of the following:

- (a) Comply with state and federal laws or regulations;
- (b) Comply with state or federal professional licensure requirements;
- (c) Obtain or retain accreditation.

The exception request shall include an explanation of the circumstances and the effort made by the institution to comply with paragraph (B)(1) of this rule.

- (2) The continuation of existing diversity, equity, and inclusion offices or departments;
- (3) Establishing new diversity, equity, and inclusion offices or departments;
- (4) Using diversity, equity, and inclusion in job descriptions;
- (5) Contracting with consultants or third-parties whose role is or would be to promote admissions, hiring, or promotion on the basis of race, ethnicity, religion, sex, sexual orientation, gender identity,



or gender expression;

(6) The establishment of any new institutional scholarships that use diversity, equity, and inclusion in any manner. For any institutional scholarships existing on the effective date of this section, a state institution shall, to the extent possible, eliminate diversity, equity, and inclusion requirements. If the state institution is unable to do so because of donor requirements, the institution may continue to offer those institutional scholarships. However, the state institution shall not accept any additional funds for the operation of institutional scholarships that have diversity, equity, and inclusion requirements.

(7) The replacement of any orientation, training, office, or position designated for the purpose of diversity, equity, and inclusion that is prohibited under this division with an orientation, training, office, or position under a different designation that serves the same or similar purposes, or that uses the same or similar means.

(C) Kent State University hereby affirms and declares the following:

(1) That its primary function is to practice, or support the practice, discovery, improvement, transmission, and dissemination of knowledge and citizenship education by means of research, teaching, discussion, and debate;

(2) That, to fulfill the function described in paragraph (C)(1) of this rule, the state institution shall ensure the fullest degree of intellectual diversity;

(3) That faculty and staff shall allow and encourage students to reach their own conclusions about all controversial beliefs or policies and shall not seek to indoctrinate any social, political, or religious point of view;

(4) That it shall demonstrate intellectual diversity for course approval, approval of courses to satisfy general education requirements, student course evaluations, common reading programs, annual reviews, strategic goals for each department, and student learning outcomes.

(5) That it will not endorse or oppose, as an institution, any controversial belief or policy, except on



matters that directly impact the institution's funding or mission of discovery, improvement, and dissemination of knowledge. The institution may also endorse the congress of the United States when it establishes a state of armed hostility against a foreign power.

(6) That the state institution will not encourage, discourage, require, or forbid students, faculty, or administrators to endorse, assent to, or publicly express a given ideology, political stance, or view of a social policy, nor will the institution require students to do any of those things to obtain an undergraduate or post-graduate degree.

(7) That it will prohibit political and ideological litmus tests in all hiring, promotion, and admissions decisions, including diversity statements and any other requirement that applicants describe their commitment to any ideology, principle, concept, or formulation that requires commitment to any controversial belief or policy;

(8) That no hiring, promotion, or admissions process or decision shall encourage, discourage, require, or forbid students, faculty, or administrators to endorse, assent to, or publicly express a given ideology or political stance;

(9) That it will not use a diversity statement or any other assessment of an applicant's political or ideological views in any hiring, promotions, or admissions process or decision;

(10) That no process or decision regulating conditions of work or study, such as committee assignments, course scheduling, or workload adjustment policies, shall encourage, discourage, require, or forbid students, faculty, or administrators to endorse, assent to, or publicly express a given ideology or political stance;

(11) That it will seek out invited speakers who have diverse ideological or political views, and that it will post prominently on its web site a complete list of all speaker fees, honoraria, and other emoluments in excess of five hundred dollars for events that are sponsored by the state institution. That information shall be all of the following:

(a) Accessible from the main page of the institution's web site by use of not more than three links;



(b) Searchable by keywords and phrases;

(c) Accessible to the public without requiring user registration of any kind.

(D) Nothing in this policy shall be construed:

(1) With regard to paragraphs (C)(1) through (C)(4) of this rule, to limit the exercise of professional judgment about how to accomplish intellectual diversity within an academic discipline, unless that exercise is misused to constrict intellectual diversity.

(2) With regard to paragraphs (C)(5) and (C)(6) of this rule, to limit the exercise of professional judgment about whether to endorse the consensus or foundational beliefs of an academic discipline, unless that exercise is misused to take an action otherwise prohibited in paragraph (C)(5) of this rule.

(3) To prohibit faculty or students from classroom instruction, discussion, or debate, so long as faculty members allow students to express intellectual diversity.

(4) To prohibit Kent state university from complying with any state or federal law to provide disability services or to permit student organizations, including fraternities and sororities.

(E) Violations and Record Keeping. The division of student life, the division of people, culture and belonging, and the office of the provost, as applicable, shall be responsible for administering this policy, including determining policy violations and issuing resolutions designed to address and aid in preventing further violations. Further, that division is also responsible for maintaining the relevant records associated with the complaint and resolution of the matter.