

**3356-2-04      Equality of opportunity for all faculty, staff and students.**

- (A) Policy statement. This policy is to comply with The Advance Ohio Higher Education Act, specifically section 3345.88 of the Revised Code, which mandates equal treatment in any position, policy, program and activity for all faculty, staff, and students and prohibits training on diversity, equity and inclusion concepts for any administrator, teacher, staff member or employee, as set forth in section 3345.88 of the Revised Code.
- (B) Purpose. The purpose of this policy is to ensure equal treatment and to provide no advantage or disadvantage to any faculty, staff and students on the basis of protected classes and to ensure that there is no divisive concepts training required or occurring at the university.
- (C) Scope. This policy requires equal treatment as it applies to all faculty, staff and students relating to any employment, policies, programs, positions and activities. This policy also describes training education or concepts that shall not be promoted or advocated for as part of a required or formal training at Youngstown State University.
- (D) Definitions.
- (1) “Position” means all forms of employment, including faculty, staff and student positions, internships and work studies.
  - (2) “Policy” means all policies, including mission statements, hiring policies, promotion policies, and tenure policies.
  - (3) “Program” means all programs and positions, including deanships, provostships, offices, programs, programs presented by residence halls and committees.
  - (4) “Activity” means all activities, including those conducted by the administrative units or orientation, first-year experience, student life and residential life.
- (E) Parameters.

- (1) With respect to every position, policy, program and activity, Youngstown State University shall treat all faculty, staff and students as individuals, hold every individual to equal standards, provide those individuals with equality of opportunity and provide no advantage or disadvantage with regard to those individuals' race, ethnicity, religion, sex, sexual orientation, gender identity or gender expression.
- (2) Youngstown State University shall not provide or require training for any administrator, teacher, staff member or employee advocating or promoting the following concepts:
  - (a) One race or sex is inherently superior to another race or sex;
  - (b) An individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; an individual should discriminate against or receive adverse treatment solely or partly because of the individual's race;
  - (c) Members of one race cannot nor should not attempt to treat others without respect to race;
  - (d) An individual's moral standing or worth is necessarily determined by the individual's race or sex;
  - (e) An individual, by virtue of the individual's race or sex, bears responsibility for actions committed in the past by other members of the same race or sex;
  - (f) An individual should feel discomfort, guilt, anguish or any other form of psychological distress on account of his or her race or sex;
  - (g) Meritocracy or traits such as hard work ethic are racist or sexist, or were created by members of a particular race to oppress members of another race;

(h) Fault, blame or bias should be assigned to a race or sex or to members of a race or sex because of their race or sex.

(3) All policies designed explicitly to segregate faculty, staff or students based upon the above protected classifications, including in credit-earning classroom settings, formal orientation ceremonies and formal graduation ceremonies are prohibited.

(4) Training for public safety officers is excluded from this prohibition.

(F) Procedures.

(1) Any student, student group, or faculty member may file a complaint alleging the university violated any of the requirements or prohibitions of section 3345.88 of the Revised Code contained in this policy.

The complaint form and process may be found on the university's webpage titled, "SB 1 – The Advance Ohio Higher Education Act."

(2) Any administrator, teacher, staff member, or employee who authorizes or engages in a training prohibited by this policy will be subject to discipline, up to and including termination, depending upon the facts and circumstances of the situation as determined by the provost and president.

(3) The university shall issue a report to the chancellor describing all violations and the discipline imposed and any other requirements of section 3345.88 of the Revised Code.

(4) In addition to reporting the violations and discipline issued, the report shall also include statistics on the academic qualifications of accepted and matriculating students disaggregated by race and sex. The statistics shall include information correlating students' academic qualifications and retention rates, disaggregated by race and sex.