

3356-2-06 Prohibitions on diversity, equity and inclusion in orientation/training and employment; scholarships and grants.

- (A) Policy statement. This policy is to comply with The Advance Ohio Higher Education Act, specifically section 3345.0217 of the Revised Code. This policy prohibits any orientation or training course regarding diversity, equity and inclusion (DEI) and may not replace under a different name if it serves the same purpose. This policy also prohibits the continuation of existing DEI offices or department, establishing new DEI offices or departments, using DEI in job descriptions or contracting with third parties to promote admissions, hiring, or promotion based upon race, ethnicity, religion, sex, sexual orientation, gender identity or gender expression. This policy also prohibits establishing new scholarships that use DEI in any manner and mandates that DEI requirements in scholarships be eliminated and grants with DEI requirements be avoided, all as set forth in section 3345.0217 of the Revised Code.
- (B) Purpose. The purpose of this policy is to ensure elimination of DEI requirements in orientation/training programs, employment, scholarships and grants, and to describe the complaint process available for students, student groups, and faculty.
- (C) Scope. This policy applies to all university orientation/training, employment, scholarships and grants.
- (D) Parameters. The following are prohibited:
- (1) Orientation/training. Any orientation/training course regarding DEI, unless the university submits a written request for an exception, including an explanation of the circumstances and efforts made to comply with the DEI prohibitions herein, to the chancellor of higher education, because all of the orientation/training is 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.
 - (2) Employment. The continuation of existing DEI offices or departments; establishing new DEI offices or departments; using DEI in job descriptions; 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;

- (3) Scholarships. The establishment of any new institutional scholarships that use DEI in any manner. For any existing institutional scholarships that use DEI in any manner, the university shall to the extent possible, eliminate the DEI requirements. If the university is unable to do so because of donor requirements, the institution may continue to offer those scholarships; however no new funds may be accepted for those scholarships.
- (4) Grants. Applying for grants that contain requirements that conflict with the DEI prohibitions of this policy are prohibited, unless after attempting to comply, the university is granted an exception by the chancellor of higher education after submitting a written request. The request shall include an explanation of the circumstances and efforts made to comply with this policy while retaining eligibility for the grant.
 - (a) This prohibition and exception process does not apply to grants entered into prior to the effective date of this policy.
 - (b) This prohibition applies to any renewal of a grant after that occurs after the effective date of this policy.

(E) 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 3345.0217 of the Revised Code contained in this policy.

The complaint form may be found on the university's webpage titled, "[Advance Ohio Higher Education Act \(SB1 136th General Assembly\)](#)." The complaint process may be found in university policy 3356-2-09.

Complaints may also be made in person at the office of equal opportunity, third floor of Tod Hall, suite 312, or by telephone by calling the office of equal opportunity at (330) 941-2160.

- (2) Any administrator, teacher, staff member, or employee who violates this policy will be subject to discipline, up to and including termination.