

3358:11-3-72 Intellectual diversity policy and prohibitions of diversity, equity and inclusion.

- (A) Policy statement and purpose. Owens community college prohibits any controversial policy or endorsement of a controversial belief as prescribed in section 3345.0217 of the Revised Code. Furthermore, the college affirms and declares in fulfillment of its function as a state community college as prescribed in section 3358.01 of the Revised Code, it shall ensure the fullest degree of intellectual diversity. The college affirms and declares that faculty and staff shall allow and encourage students to reach their own conclusions about such controversial belief or policy and shall not seek to indoctrinate any social, political, or religious point of view. The college affirms and declares it will not encourage, discourage, 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 college require students to do any of those things to obtain an undergraduate degree.
- (B) Application. This rule applies to all aspects of college operations and programs. It applies to all students, employees, visitors, guests, vendors, contractors. It applies to all campus locations or property controlled by the college; online/virtual environment; and, it may apply off-campus if prohibited conduct is in connection with a college operations or a college-sponsored program.
- (C) Definitions. As used in this rule:
- (1) Controversial belief or policy means any belief that is the subject of political controversy, including issues such as climate policies, electoral politics, foreign policy, diversity, equity, and inclusion programs, immigration policy, marriage, or abortion.
 - (2) Intellectual diversity means multiple, divergent, and varied perspectives on an extensive range of public policy issues.
- (D) Compliance. This rule affirms the public policy of the state, sections 3345.0217; 3345.0218; and, 3345.0219 of the Revised Code, including the following prohibitions and principles:

- (1) Orientation or training courses regarding diversity, equity and inclusion are prohibited, unless it meets an allowable exception criteria and an exception is granted by the chancellor, Ohio department of higher education. The said prohibition cannot be replaced under a different designation for the same or similar purpose or means.
- (2) Diversity, equity and inclusion offices or departments are prohibited. The said prohibition cannot be replaced under a different designation for the same or similar purpose or means.
- (3) Diversity, equity and inclusion usage in job descriptions are prohibited. The said prohibition cannot be replaced under a different designation for the same or similar purpose or means.
- (4) A contract with a consultant or a third-party, which promotes admission, hiring, or promotion on the basis of race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression, is prohibited.
- (5) A scholarship that uses diversity, equity and inclusion in any manner cannot be established. Existing scholarships must eliminate diversity, equity and inclusion requirements. If an existing scholarship is unable to comply due to a donor requirement, then the institution shall not accept any additional funds for that scholarship.
- (6) In the event that the requirements to obtain a research grant conflict with a prohibition of section 3345.0217 of the Revised Code, the college may submit a written request for an exception to the chancellor, Ohio department of higher education.
- (7) Demonstrate intellectual diversity for course approval, approval of courses to satisfy general education requirements, student course evaluations, common reading programs, student learning outcomes, annual reviews, and strategic goals for each department.
- (8) The college as an institution will not endorse or oppose any controversial belief or policy, except on matters that directly impact the institution's funding or mission of discovery, improvement, and dissemination of knowledge. It does not apply

to 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 that is prohibited.

- (9) The college affirms 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.
- (10) The college affirms it will not use a diversity statement or any other assessment of an applicant's political or ideological views in any hiring, promotion, or admission process or decision.
- (11) The college affirms 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.
- (12) The college affirms it will seek out invited speakers who have diverse ideological or political views. The college shall 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.
- (13) The college shall respond to a complaint from any student, student group, or faculty member about an alleged violation of the prohibitions and requirements included in this rule using the process in rule 3358:11-3-66 of the Administrative Code (campus and community complaint process).
- (14) This rule does not prohibit faculty or students from classroom instruction, discussion, or debate, so long as faculty members allow students to express intellectual diversity.
- (15) This rule does not prohibit the college from complying with any state or federal law to provide disability services or to permit student organizations, including fraternities and sororities.

- (16) The college shall inform all students and employees of the protections afforded to them under this rule and under section 3345.0217 of the Revised Code, including by providing information to new employees and to each student during any new student orientation offered.
- (17) The college shall comply with reporting guidelines in the form and manner, as established by the chancellor, Ohio department of higher education including any violation of the intellectual diversity rights by any individual under the institution's jurisdiction and any consequent disciplinary sanction issued for that violation.
- (E) Supplements. This rule supplements and supports Owens community college rule 3358:11-3-66 of the Administrative Code (campus and community complaint process); rule 3358:11-3-70 of the Administrative Code (campus free speech); rule 3358:11-3-11 of the Administrative Code (student conduct), rule 3358:11-5-52 of the Administrative Code (standards of conduct and disciplinary process) and all corresponding procedures.
- (F) Implementation. The president or an executive designee(s) will be responsible for the implementation of the provisions of this rule.