POLICY #3358-1-13
Section: General Authority
Original Policy: N/A
Revision Approved: 06/25/2025
Approved by: Board of Trustees

INTERIM INTELLECTUAL DIVERSITY AND NONDISCRIMINATION POLICY

PURPOSE

Edison State Community College is committed to ensuring compliance with Ohio law that requires state institutions of higher education to adopt and enforce a policy prohibiting and affirming specific activities to ensure intellectual diversity and nondiscrimination in accordance with Ohio Revised Code Section 3345.0217.

POLICY STATEMENT

To ensure compliance with ORC 3345.0217, the College prohibits the following conduct:

- Any orientation or training or training course regarding diversity, equity, and inclusion, unless the College submits a written request for an exception to the chancellor of higher education because the College 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:
    - Comply with state and federal laws or regulations;
    - Comply with state or federal professional licensure requirements;
    - Obtain or retain accreditation.
- The continuation of existing diversity, equity, and inclusion offices or departments;
- Establishing new diversity, equity, and inclusion offices or departments;
- Using diversity, equity, and inclusion 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;
- The establishment of any new institutional scholarships that use diversity, equity, and inclusion in any manner. For any existing institutional scholarships, the College shall, to the extent possible, eliminate diversity, equity, and inclusion requirements. If the College is unable to do so because of donor requirements, the College may continue to offer those institutional scholarships. However, the College shall not accept any additional funds for the operation of institutional scholarships that have diversity, equity, and inclusion requirements.

In the event that the requirements to obtain a research grant entered into after June 27, 2025 conflict with the prohibitions listed above, the University shall endeavor, to the extent possible, to comply with the prohibitions listed above while retaining eligibility for the research grant, including by consulting with legal counsel. If the University is unable to comply with the prohibitions listed above with respect to a research grant, the University shall submit a written request for an exception to the chancellor.

To ensure compliance with ORC 3345.0217, the College endorses the following conduct:

- Affirms and declares that the College's primary function is to practice, or support the practice, discovery, improvement, transmission, and dissemination of knowledge and citizenship education by means of teaching, discussion, and debate;

- Affirms and declares that the College shall ensure the fullest degree of intellectual diversity;
- Affirms and declares 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;
- Demonstrates 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;
- Declares that the College will not endorse or oppose, as an institution, any controversial belief or policy, except on matters that directly impact the College's funding or mission of discovery, improvement, and dissemination of knowledge;
- Affirms and declares that the College 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 College require students to do any of those things to obtain an undergraduate or post- graduate degree;
- Prohibits 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;
- Affirms and declares 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;
- Affirms and declares that the College 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;
- Affirms and declares 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;
- Affirms and declares that the College will seek out invited speakers who have diverse ideological or political views; and
- The College 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 College.

R.C. 3345.0217(B)(5) provides that items 1 through 4 listed above do not apply to the exercise of professional judgment about how to accomplish intellectual diversity within an academic discipline, unless that exercise is misused to constrict intellectual diversity.

R.C. 3345.0217(B)(7) provides that items 5 and 6 listed above do 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 prohibited in item 5 above.

Pursuant to Ohio Revised Code Section 3345.0217:

Nothing in this policy prohibits faculty or students from classroom instruction, discussion, or debate, so long as faculty members allow students to express intellectual diversity.

Nothing in this policy prohibits the College from complying with any state or federal law to provide disability services or to permit student organizations, including fraternities and sororities.

Policy Violations/Compliant Resolution Procedure

- The College shall respond to complaints from any student, student group, or faculty member about an alleged violation of the prohibitions and requirements included in this policy, using the College's existing complaint resolution process established under Procedure 3358-1-11.

PERSONS AFFECTED

All Edison State Community College faculty, staff, and students.

DEFINITIONS

CONTROVERSIAL BELIEF OR POLICY

Any belief or policy 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.

INTELLECTUAL DIVERSITY

Multiple, divergent, and varied perspectives on an extensive range of public policy issues.