

DEI PROHIBITION AND INTELLECTUAL DIVERSITY POLICY

Division: Human Resources

Publicly Shared Information

Policy Statement

This policy includes all State of Ohio requirements, prohibitions, and provisions related to Diversity, Equity, and Inclusion (DEI) and the pursuit of intellectual diversity at Terra State Community College.

Policy Details

A. The College prohibits:

1. Any orientation or training course regarding DEI, unless the institution submits a written request for an exception to the Chancellor of Higher Education because the institution determines the orientation or course meets criteria established in law for an exemption. The request must explain the circumstances and effort the institution made to comply with the prohibition. Under the law, an orientation or course is exempt from the prohibition if all aspects of it are required to:
 - a. Comply with state and federal laws or regulations;
 - b. Comply with state or federal professional licensure requirements; or
 - c. Obtain or retain accreditation.
2. The continuation of existing DEI offices or departments;
3. Establishing new DEI offices or departments;
4. Using DEI 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; and
6. The establishment of any new institutional scholarships that use DEI in any manner. For existing institutional scholarships, a state institution must, to the extent possible, eliminate DEI requirements. If a state institution is unable to do so because of donor requirements, it may continue to offer the scholarship. However, a state institution cannot accept any additional funds for the operation of institutional scholarships that have DEI requirements.
7. Replacing any orientation, training, office, or position designated for the purpose of DEI with one under a different designation that serves the same or similar purposes, or that uses the same or similar means.

If the requirements to obtain a research grant conflict with the policy's DEI prohibitions, the College will, to the extent possible, comply with the DEI prohibitions while retaining eligibility for the grant, including by consulting with legal counsel. If the College is unable to comply with the DEI prohibitions with respect to a research grant, it must submit a written request for an exception to the Chancellor of Higher Education that includes an explanation of the circumstances and the effort the state institution made to comply with the prohibitions while retaining eligibility for the grant.

The DEI prohibitions and related requirements regarding research grants do not apply to agreements or contracts regarding any research grants entered into prior to June 27, 2025. However, they do apply to any renewal of such agreements or contracts on or after that date.

B. The College affirms the following related to the pursuit of intellectual diversity:

1. The College's primary function is to practice, or support the practice of, discovery, improvement, transmission, and dissemination of knowledge and citizenship education by means of research, teaching, discussion, and debate;
2. The College will ensure the fullest degree of intellectual diversity;
3. The College declares that faculty and staff will allow and encourage students to reach their own conclusions about all controversial beliefs or policies and will not seek to indoctrinate any social, political, or religious point of view; and;
4. The College will 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. These requirements 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.

C. The College affirms the following related to positions on controversial beliefs or policies:

1. The College 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. Though it may endorse the United States Congress when it establishes a state of armed hostility against a foreign power. This does not include the recognition of national and state holidays, support for the Constitution and laws of the United States or Ohio, or the display of the American or Ohio flag.
2. 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 institution require students to do any of those things to obtain an undergraduate or post-graduate degree.

These requirements 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 violate the prohibition on an institution endorsing or opposing any controversial belief or policy.

D. The College affirms the following related to hiring, promotion, and admission policies:

1. The College 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;
2. 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;
3. 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; and
4. 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.

E. The College affirms the following related to institution-sponsored speakers:

1. The College will seek out invited speakers who have diverse ideological or political views; and
2. Post prominently on the College's website a complete list of all speaker fees, honoraria, and other emoluments in excess of \$500 for events that are sponsored by the state institution.

F. None of the above requirements for the policy prohibit either:

1. Faculty or students from classroom instruction, discussion, or debate, so long as faculty members allow students to express intellectual diversity; or
2. The College from complying with any state or federal law to provide disability services or to permit student organizations, including fraternities and sororities.

Procedures

A. DEI orientation or training

1. Employees of the College must contact the Office of Human Resources at HR@terra.edu for any request for DEI orientations or training that meet the exemptions outlined in this section.

B. Intellectual Diversity

1. Faculty and Staff may contact Academic_Affairs@terra.edu with questions related to intellectual diversity related to the provisions set forth in this section.

C. Controversial Beliefs or Policies

1. Employees of the College may contact the Office of Human Resources at HR@terra.edu for any questions related to the provisions set forth in this section.

D. Hiring, Promotions, and Admissions Practices

1. . Final approval for any request for hiring new employees or promotion of current employees resides with the Director of Human Resources. Employees may contact Office of Human Resources at HR@terra.edu with any questions related to the provisions set forth in this section.
2. . Employees of the College may contact the Admissions Office at Admissions@terra.edu for any questions related to the admission procedures of the College set forth in this section.

E. Institution-Sponsored Speakers

1. Employees of the College may contact the Office of Human Resources at HR@terra.edu for any questions related to the provisions set forth in this section.

Resources

Ohio Revised Code 3345.0217- DEI Prohibitions/Commitment to Intellectual Diversity

TSCC Hiring Policy

Exemption Form per the Ohio Department of Higher Education Chancellor

Documentation

Definitions

Term	Definition
<i>Intellectual Diversity</i>	multiple, divergent, and opposing perspectives on an extensive range of public policy issues.
<i>Controversial Belief</i>	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.

Approval History

Date	Policy/Procedure or Entire Document	Notes (Types of Actions)	**Approved by
8/27/2025	Entire Document	New Policy	TSCC Board of Directors

**Full name of CASA Committee Chair, signatory, or designee

Effective Date: 8/27/2025

Next Review Date: 8/27/2028