

John D. Johnson proposes the following substitute bill:

Intellectual Diversity in Education and Government

2026 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: John D. Johnson

House Sponsor:

LONG TITLE

General Description:

This bill amends and enacts provisions regarding intellectual diversity within the public and higher education systems and state government.

Highlighted Provisions:

This bill:

- defines terms;
- amends provisions regarding prohibited discriminatory practices, submissions, and training within the public and higher education systems and state government, including reporting requirements;
- amends provisions regarding curricular and noncurricular clubs within the public education system, including ensuring objective and uniform treatment of noncurricular clubs;
- provides that existing prohibitions on a discriminatory practice does not restrict a presentation or instruction by a guest lecturer in an academic course or a speaker who speaks at an institution of higher education by invitation;
- requires each institution of higher education to:
 - organize certain events on public policy issues, including debates and representation of differing perspectives; and
 - provide public accessibility and transparency through event calendars, reporting, and video recording of events; and
- makes technical and conforming changes.

Money Appropriated in this Bill:

None

Other Special Clauses:

This bill provides a special effective date.

29 **Utah Code Sections Affected:**30 **AMENDS:**

31 **53E-1-201 (Effective 07/01/26) (Partially Repealed 07/01/27)**, as last amended by Laws
32 of Utah 2025, First Special Session, Chapter 9

33 **53E-3-1101 (Effective 07/01/26)**, as last amended by Laws of Utah 2025, First Special
34 Session, Chapter 9

35 **53G-2-103 (Effective 07/01/26)**, as enacted by Laws of Utah 2024, Chapter 3

36 **53G-2-104 (Effective 07/01/26)**, as last amended by Laws of Utah 2025, First Special
37 Session, Chapter 9

38 **53G-2-105 (Effective 07/01/26)**, as last amended by Laws of Utah 2025, First Special
39 Session, Chapter 9

40 **53G-7-701 (Effective 07/01/26)**, as last amended by Laws of Utah 2019, Chapter 293

41 **53G-7-702 (Effective 07/01/26)**, as last amended by Laws of Utah 2019, Chapter 293

42 **53G-7-703 (Effective 07/01/26)**, as last amended by Laws of Utah 2019, Chapter 293

43 **53G-7-704 (Effective 07/01/26)**, as last amended by Laws of Utah 2019, Chapter 293

44 **53G-7-705 (Effective 07/01/26)**, as last amended by Laws of Utah 2019, Chapter 293

45 **53G-7-706 (Effective 07/01/26)**, as renumbered and amended by Laws of Utah 2018,
46 Chapter 3

47 **53G-7-707 (Effective 07/01/26)**, as last amended by Laws of Utah 2019, Chapter 293

48 **53G-7-708 (Effective 07/01/26)**, as last amended by Laws of Utah 2019, Chapter 293

49 **53G-7-709 (Effective 07/01/26)**, as last amended by Laws of Utah 2019, Chapter 293

50 **53G-7-710 (Effective 07/01/26)**, as renumbered and amended by Laws of Utah 2018,
51 Chapter 3

52 **53G-7-711 (Effective 07/01/26)**, as last amended by Laws of Utah 2019, Chapter 293

53 **53G-7-712 (Effective 07/01/26)**, as last amended by Laws of Utah 2019, Chapter 293

54 **53H-1-402 (Effective 07/01/26) (Partially Repealed 07/01/27)**, as renumbered and
55 amended by Laws of Utah 2025, First Special Session, Chapter 8

56 **53H-1-502 (Effective 07/01/26)**, as renumbered and amended by Laws of Utah 2025,
57 First Special Session, Chapter 8

58 **53H-1-503 (Effective 07/01/26)**, as renumbered and amended by Laws of Utah 2025,
59 First Special Session, Chapter 8

60 **53H-1-504 (Effective 07/01/26)**, as renumbered and amended by Laws of Utah 2025,
61 First Special Session, Chapter 8

62 **67-27-107 (Effective 07/01/26)**, as last amended by Laws of Utah 2025, First Special

63 Session, Chapter 9
 64 **67-27-108 (Effective 07/01/26)**, as last amended by Laws of Utah 2025, First Special
 65 Session, Chapter 9
 66 **67-27-109 (Effective 07/01/26)**, as last amended by Laws of Utah 2025, First Special
 67 Session, Chapter 9

68 ENACTS:

69 **53H-6-302 (Effective 07/01/26)**, Utah Code Annotated 1953

70

71 *Be it enacted by the Legislature of the state of Utah:*

72 Section 1. Section **53E-1-201** is amended to read:

73 **53E-1-201 (Effective 07/01/26) (Partially Repealed 07/01/27). Reports to and**
 74 **action required of the Education Interim Committee.**

75 (1) In accordance with applicable provisions and Section 68-3-14, the following recurring
 76 reports are due to the Education Interim Committee:

- 77 (a) the report described in Section 9-22-109 by the STEM Action Center Board,
 78 including the information described in Section 9-22-113 on the status of the computer
 79 science initiative and Section 9-22-114 on the Computing Partnerships Grants
 80 Program;
- 81 (b) the prioritized list of data research described in Section 53H-15-303 and the report
 82 on research and activities described in Section 53H-15-305 by the Utah Data
 83 Research Center;
- 84 (c) the report described in Section 53H-1-203 by the Utah Board of Higher Education on
 85 career and technical education issues and addressing workforce needs;
- 86 (d) the annual report of the Utah Board of Higher Education described in Section
 87 53H-1-203;
- 88 (e) the reports described in Section 53H-7-603 by the Utah Board of Higher Education
 89 regarding activities related to campus safety;
- 90 (f) the State Superintendent's Annual Report by the state board described in Section
 91 53E-1-203;
- 92 (g) the annual report described in Section 53E-2-202 by the state board on the strategic
 93 plan to improve student outcomes;
- 94 (h) the report described in Section 53E-3-501 by the state board on students in an LEA
 95 who receive academic credit through the packet method;
- 96 (i) the report described in Section 53E-8-204 by the state board on the Utah Schools for

- 97 the Deaf and the Blind;
- 98 (j) the report described in Section 53E-10-703 by the Utah Leading through Effective,
99 Actionable, and Dynamic Education director on research and other activities;
- 100 (k) the report described in Section 53E-1-201 by the state board regarding prohibited
101 discriminatory practices, submissions, and training;
- 102 [~~(k)~~] (l) the report described in Section 53F-2-522 regarding mental health screening
103 programs;
- 104 [~~(l)~~] (m) the report described in Section 53F-4-203 by the state board and the
105 independent evaluator on an evaluation of early interactive reading software;
- 106 [~~(m)~~] (n) the report described in Section 53F-6-412 by the program manager of the Utah
107 Fits All Scholarship Program;
- 108 [~~(n)~~] (o) the report described in Section 63N-20-107 by the Governor's Office of
109 Economic Opportunity on UPSTART;
- 110 [~~(o)~~] (p) the report described in Section 53F-5-215 by the state board related to a grant
111 for an elementary teacher preparation assessment;
- 112 [~~(p)~~] (q) upon request, the report described in Section 53F-5-219 by the state board on
113 the Local Innovations Civics Education Pilot Program;
- 114 [~~(q)~~] (r) the report described in Section 53F-5-405 by the state board regarding an
115 evaluation of a partnership that receives a grant to improve educational outcomes for
116 students who are low-income;
- 117 (s) the report described in Section 53H-1-502 by the Utah Board of Higher Education
118 regarding prohibited discriminatory practices, submissions, and training;
- 119 [~~(s)~~] (t) the report described in Section 53H-1-604 regarding the Higher Education and
120 Corrections Council;
- 121 [~~(t)~~] (u) the report described in Section 53G-7-221 by the state board regarding
122 innovation plans; and
- 123 [~~(u)~~] (v) the reports described in Section 53F-6-412 regarding the Utah Fits All
124 Scholarship Program.
- 125 (2) In accordance with applicable provisions and Section 68-3-14, the following occasional
126 reports are due to the Education Interim Committee:
- 127 (a) in 2027, 2030, 2033, and 2035, the reports described in Sections 53H-1-502,
128 53H-1-503, and 53H-1-504 regarding campus expression climate surveys;
- 129 (b) in 2025, the report described in Section 53H-6-203 by a degree-granting institution
130 regarding policies on abusive coaching practices;

- 131 (c) if required, the report described in Section 53E-4-309 by the state board explaining
132 the reasons for changing the grade level specification for the administration of
133 specific assessments;
- 134 (d) if required, the report described in Section 53E-5-210 by the state board of an
135 adjustment to the minimum level that demonstrates proficiency for each statewide
136 assessment;
- 137 (e) the report described in Section 53E-10-702 by Utah Leading through Effective,
138 Actionable, and Dynamic Education;
- 139 (f) if required, the report described in Section 53F-2-513 by the state board evaluating
140 the effects of salary bonuses on the recruitment and retention of effective teachers in
141 high-poverty schools;
- 142 (g) upon request, the report described in Section 53F-10-303 by the state board
143 regarding the Rural School Sports Facilities Grant Program;
- 144 (h) upon request, a report described in Section 53G-7-222 by an LEA regarding
145 expenditure of a percentage of state restricted funds to support an innovative
146 education program;
- 147 (i) the reports described in Section 53G-11-304 by the state board regarding proposed
148 rules and results related to educator exit surveys; and
- 149 (j) the report described in Section 26B-5-113 by the Office of Substance Use and Mental
150 Health, the state board, and the Department of Health and Human Services regarding
151 recommendations related to Medicaid reimbursement for school-based health
152 services.
- 153 (3) In accordance with applicable provisions and Section 68-3-14, every five years the
154 Education Interim Committee shall review the programs described in the following
155 sections of code:
- 156 (a) beginning July 1, 2027, [~~Title 53E, Chapter 10, Part 3~~] Chapter 10, Part 3, Concurrent
157 Enrollment;
- 158 (b) beginning July 1, 2027, Section 53F-2-408, Enhancement for Accelerated Students
159 Program;
- 160 (c) beginning July 1, 2027, Section 53F-2-409, Concurrent enrollment funding;
- 161 (d) beginning July 1, 2027, Section 53F-2-415, Student health and counseling support --
162 Qualifying personnel -- Distribution formula -- Rulemaking;
- 163 (e) beginning July 1, 2028, Section 53F-2-416, Appropriation and distribution for the
164 Teacher and Student Success Program;

- 165 (f) beginning July 1, 2028, Section 53F-2-510, Digital Teaching and Learning Grant
 166 Program;
- 167 (g) beginning July 1, 2028, Section 53F-9-306, Teacher and Student Success Account;
- 168 (h) beginning July 1, 2028, Title 53G, Chapter 7, Part 13, Teacher and Student Success
 169 Program; and
- 170 (i) beginning July 1, 2029, Section 53F-2-502, Dual language immersion.

171 Section 2. Section **53E-3-1101** is amended to read:

172 **53E-3-1101 (Effective 07/01/26). Prohibited discriminatory practices --**

173 **Restrictions -- Reporting.**

- 174 (1) As used in this section, "prohibited discriminatory practice" means the same as that term
 175 is defined in Section 53H-1-504.
- 176 (2) The state board may not:
- 177 (a) establish or maintain an office, division, or employment position established to
 178 implement, develop, plan, or promote policies, procedures, practices, programs, or
 179 initiatives, regarding a prohibited discriminatory [practices] practice; or
- 180 (b) employ or assign an employee or a third-party whose duties [~~for the state board~~]
 181 include coordinating, creating, developing, designing, implementing, organizing,
 182 planning, or promoting policies, programming, training, practices, activities, [~~and~~] or
 183 procedures relating to a prohibited discriminatory [practices] practice.
- 184 (3) Nothing in this section limits or prohibits the state board's authority to establish policies
 185 that are necessary to comply with state or federal law, including laws relating to
 186 prohibited discrimination or harassment.
- 187 (4) The state board shall [~~provide an update~~] report to the Education Interim Committee and
 188 Public Education Appropriations Subcommittee on[-] :
- 189 (a) the state board's compliance with this section at or before:
- 190 [~~(a)~~] (i) the Education Interim Committee's November interim committee meeting; and
 191 [~~(b)~~] (ii) the Public Education Appropriations Subcommittee [~~December~~] final interim
 192 subcommittee meeting[-] ; and
- 193 (b) violations the state board identifies in accordance with Sections 53G-2-103,
 194 53G-2-104, and 53G-2-105.

195 Section 3. Section **53G-2-103** is amended to read:

196 **53G-2-103 (Effective 07/01/26). Prohibition on the use of certain submissions in**
 197 **public education -- Exceptions.**

- 198 (1) As used in this section, "prohibited submission" means the same as that term is defined

- 199 in Section [~~67-27-107~~] 53H-1-502.
- 200 (2) Except as provided in Subsections [~~(4)~~] (4)(a) and [~~(6)~~] (5), an LEA may not require,
 201 request, solicit, or compel a prohibited submission as a certification or condition before
 202 taking action with respect to:
- 203 (a) employment, including decisions regarding:
- 204 (i) hiring;
- 205 (ii) terms of employment;
- 206 (iii) benefits;
- 207 (iv) compensation;
- 208 (v) seniority status;
- 209 (vi) tenure or continuing status;
- 210 (vii) promotion;
- 211 (viii) performance reviews;
- 212 (ix) transfer;
- 213 (x) termination; or
- 214 (xi) appointment;
- 215 (b) enrollment or graduation from the LEA;
- 216 (c) participation in LEA-sponsored programs; or
- 217 (d) qualification for or receipt of state financial aid or other state financial assistance.
- 218 (3) An LEA may not grant any form of preferential consideration to an individual who,
 219 with or without solicitation from the LEA, provides a prohibited submission for
 220 consideration for any action described in Subsection (2).
- 221 (4)(a) If federal law requires an LEA to accept or require a prohibited submission, the
 222 LEA:
- 223 [~~(a)~~] (i) may accept the prohibited submission only to the extent required under
 224 federal law; and
- 225 [~~(b)~~] (ii) shall limit consideration of the information contained in the prohibited
 226 submission to the extent necessary to satisfy the requirement under federal law.
- 227 [~~(5)~~] (b) For a required prohibited submission under Subsection [~~(4)~~] (4)(a), an LEA shall
 228 notify the state board detailing the circumstances under which [~~a~~] the prohibited
 229 submission [~~under Subsection (4)~~] is required.
- 230 [~~(6)~~] (5) Nothing in this section limits or prohibits an LEA's authority to establish policies
 231 that:
- 232 (a) are necessary to comply with state or federal law, including laws relating to

- 233 prohibited discrimination or harassment; or
 234 (b) require an applicant for employment, tenure, continuing status, or promotion to
 235 disclose or discuss the applicant's:
 236 (i) teaching record;
 237 (ii) artistic creations; or
 238 (iii) pedagogical approaches or experiences with students of all learning abilities.

239 [~~(7)~~] (6) If the state board identifies a reported violation of this section, the state board shall [
 240 provide an update to the Education Interim Committee on an LEA's compliance with
 241 this section at or before the Education Interim Committee's November interim
 242 committee meeting] include information regarding the violation in the report described in
 243 Section 53E-3-1101.

244 [~~(8)~~] (7) An individual may bring a violation of this section to the state board in accordance
 245 with the process described in Section 53E-3-401.

246 Section 4. Section **53G-2-104** is amended to read:

247 **53G-2-104 (Effective 07/01/26). Prohibition on the use of certain training in**
 248 **public education -- Exceptions.**

249 (1) As used in this section:

250 (a) "Prohibited training" means a mandatory instructional program [~~and related materials~~
 251 ~~that~~] that:

252 (i) an LEA requires the LEA's employees, prospective employees, students, or
 253 prospective students[;] to attend[~~that promote~~] ; and

254 (ii) promotes a prohibited discriminatory [practices] practice, as that term is defined in
 255 Section 53H-1-504.

256 (b) "Prohibited training" includes an in-person or online seminar, discussion group,
 257 workshop, other program, or related materials.

258 (2) An LEA may not require prohibited training.

259 (3) Nothing in this section limits or prohibits an LEA's authority to establish policies that
 260 are necessary to comply with state or federal law, including laws relating to prohibited
 261 discrimination or harassment.

262 (4) If the state board identifies a reported violation of this section, the state board shall [
 263 provide an update to the Education Interim Committee on an LEA's compliance with
 264 this section at or before the Education Interim Committee's November interim
 265 committee meeting] include information regarding the violation in the report described in
 266 Section 53E-3-1101.

267 (5) An individual may bring a violation of this section to the state board in accordance with
 268 the process described in Section 53E-3-401.

269 Section 5. Section **53G-2-105** is amended to read:

270 **53G-2-105 (Effective 07/01/26). Prohibited discriminatory practices --**

271 **Restrictions -- Reporting.**

272 (1) As used in this section, "prohibited discriminatory practice" means the same as that term
 273 is defined in Section 53H-1-504.

274 (2) An LEA may not:

275 (a) engage in a prohibited discriminatory [practices] practice;

276 (b) establish or maintain an office, division, employment position, or other unit of an
 277 institution established to implement, develop, plan, or promote campus policies,
 278 procedures, practices, programs, or initiatives, regarding a prohibited discriminatory [
 279 practices] practice; or

280 (c) employ or assign an employee or a third-party whose duties [~~for an institution~~]
 281 include coordinating, creating, developing, designing, implementing, organizing,
 282 planning, or promoting policies, programming, training, practices, activities, and
 283 procedures relating to a prohibited discriminatory [practices] practice.

284 (3) An LEA shall ensure that all students have access to programs providing student
 285 success and support without excluding individuals on the basis of an individual's
 286 personal identity characteristic, as that term is defined in Section 53H-1-504.

287 (4) Nothing in this section limits or prohibits an LEA's authority to establish policies that
 288 are necessary to comply with state or federal law, including laws relating to prohibited
 289 discrimination or harassment.

290 (5) If the state board identifies a reported violation of this section, the state board shall [
 291 ~~provide an update to the Education Interim Committee and the Public Education~~
 292 ~~Appropriations Subcommittee on an LEA's compliance with this section at or before the~~
 293 ~~Education Interim Committee's November interim committee meeting]~~ include
 294 information regarding the violation in the report described in Section 53E-3-1101.

295 (6) An individual may bring a violation of this section to the state board in accordance with
 296 the process described in Section 53E-3-401.

297 Section 6. Section **53G-7-701** is amended to read:

298 **53G-7-701 (Effective 07/01/26). Definitions.**

299 As used in this part:

300 (1) "Bigotry" means action or advocacy of imminent action involving:

- 301 (a) the harassment or denigration of a person or entity; or
 302 (b) any intent to cause a person not to freely enjoy or exercise any right secured by the
 303 constitution or laws of the United States or the state, except that an evaluation or
 304 prohibition may not be made of the truth or falsity of any religious belief or
 305 expression of conscience unless the means of expression or conduct arising therefrom
 306 violates the standards of conduct outlined in this section, Section 53G-10-203, or 20
 307 U.S.C. Sec. 4071(f).

308 [~~(2) "Club" means any student organization that meets during noninstructional time.~~]

309 [~~(3)~~] (2) "Conscience" means a standard based upon learned experiences, a personal
 310 philosophy or system of belief, religious teachings or doctrine, an absolute or external
 311 sense of right and wrong which is felt on an individual basis, a belief in an external
 312 absolute, or any combination of the foregoing.

313 [~~(4)~~] (3) "Curricular club" means a club~~[that is school sponsored and that]~~ :

314 (a) that a school sponsors;

315 (b) that may receive leadership, direction, and support from the school or school district
 316 beyond providing a meeting place during noninstructional time~~[. An elementary~~
 317 ~~school curricular club means a club that is organized and directed by school sponsors~~
 318 ~~at the elementary school. A secondary school curricular club means a club:] ; and~~

319 (c)[~~(a)~~] (i) [whose] with subject matter that is taught or will soon be taught in a regular
 320 course;

321 [~~(b)~~] (ii) [whose] with subject matter that concerns the body of courses as a whole;

322 [~~(c)~~] (iii) in which participation is required for a particular course; or

323 [~~(d)~~] (iv) in which participation results in academic credit.

324 [~~(5)~~] (4)(a) "Discretionary time" means school-related time for students that is not
 325 instructional time.

326 (b) "Discretionary time" includes free time before and after school, during lunch and
 327 between classes or on buses, and private time before athletic and other events or
 328 activities.

329 (5) "Elementary school curricular club" means a curricular club that a school sponsors,
 330 organizes, and directs.

331 (6)(a) "Encourage criminal or delinquent conduct" means action or advocacy of
 332 imminent action that violates any law or administrative rule.

333 (b) "Encourage criminal or delinquent conduct" does not include discussions concerning
 334 changing of laws or rules, or actions taken through lawfully established channels to

- 335 effectuate such change.
- 336 (7)(a) "Instructional time" means time during which[-] :
- 337 (i) a school is responsible for a student; and[-]
- 338 (ii) the student is required or expected to be actively engaged in a learning activity.
- 339 (b) "Instructional time" includes[-] :
- 340 (i) instructional activities in the classroom or study hall during regularly scheduled
- 341 hours[-] ;
- 342 (ii) required activities outside the classroom[-] ; and[-]
- 343 (iii) counseling, private conferences, or tutoring provided by school employees or
- 344 volunteers acting in their official capacities during or outside of regular school
- 345 hours.
- 346 (8) "Involve human sexuality" means:
- 347 (a) presenting information in violation of laws governing sex education, including
- 348 Sections 53G-10-402 and 53E-9-203;
- 349 (b) advocating or engaging in sexual activity outside of legally recognized marriage or
- 350 forbidden by state law; or
- 351 (c) presenting or discussing information relating to the use of contraceptive devices or
- 352 substances, regardless of whether the use is for purposes of contraception or personal
- 353 health.
- 354 [~~(9) "LEA governing board" means a local school board or charter school governing board.~~]
- 355 [~~(10)~~ (9) "Limited open forum" means a forum created by a school district or charter school
- 356 for student expression within the constraints of Subsection 53G-10-203(2)(b).
- 357 [~~(11)~~ (10) "Noncurricular club" [is] means a [student initiated] group in a secondary school:
- 358 (a) that students initiate;
- 359 (b) for which a school and LEA governing board may [be authorized] authorize and [
- 360 allowed] allow school facilities use during noninstructional time [in secondary
- 361 schools by a school and LEA governing board] in accordance with the provisions of
- 362 this part[. ~~A noncurricular~~] ; and
- 363 (c) for which a school, LEA governing board, or employees of a school or school district
- 364 do not sponsor or endorse the club's meetings, ideas, and activities [are not sponsored
- 365 or endorsed] in any way[~~by an LEA governing board, the school, or by school or~~
- 366 ~~school district employees~~].
- 367 [~~(12)~~ (11) "Noninstructional time" means time [set] that a school sets aside [by a school]
- 368 before instructional time begins or after instructional time ends, including discretionary

369 time.

370 (12) "Personal identity characteristic" means the same as that term is defined in Section
 371 53H-1-504.

372 (13) "Prohibited discriminatory practice" means the same as that term is defined in Section
 373 53H-1-504.

374 [(13)] (14) "Religious club" means a noncurricular club designated in its application as
 375 either being religiously based or based on expression or conduct mandated by
 376 conscience.

377 [(14)] (15) "School" means a public school, including a charter school.

378 [(15)] (16)(a) "School facilities use" means access to a school facility, premises, or
 379 playing field.

380 (b) "School facilities use" includes access to a limited open forum.

381 (17) "Secondary school curricular club" means a curricular club.

382 Section 7. Section **53G-7-702** is amended to read:

383 **53G-7-702 (Effective 07/01/26). Student clubs -- Limited open forum --**

384 **Authorization.**

385 (1)(a) A school may establish and maintain a limited open forum for student clubs [
 386 ~~pursuant to~~] in accordance with the provisions of this part, state board rules, and LEA
 387 governing board policies.

388 (b) Notwithstanding [~~the provisions under~~] Subsection (1)(a), a school retains the right
 389 to create a closed forum at any time by allowing curricular clubs only.

390 (2)(a) A school shall review applications for authorization of clubs on a case-by-case
 391 basis.

392 (b) Before granting an authorization, the school shall find:

393 (i) that the proposed club meets this part's respective requirements of a curricular club
 394 or a noncurricular club; and

395 (ii) that the proposed club's purpose and activities comply with this part, state board
 396 rules, and LEA governing board rules.

397 (c) Before granting an authorization, a school may request additional information from
 398 the faculty sponsor, from students proposing the club, or from [its] the school's LEA
 399 governing board[~~, if desired~~].

400 (3) A school shall[-] :

401 (a) grant authorization and school facilities use to curricular and noncurricular clubs [
 402 whose applications are found to meet] if the school finds that the relevant club's

- 403 application meets the requirements of this part, rules of the state board, and [~~polices~~
404 ~~of the~~]LEA governing board rules; and[~~shall~~]
- 405 (b) limit or deny authorization or school facilities use to proposed clubs that[-] :
- 406 (i) do not meet the requirements of this part, rules of the state board, [~~and policies of~~
407 ~~the~~] or LEA governing board[-] rules;
- 408 (ii) promote ~~§~~ → [§] or ~~←§~~ degrade ~~§~~ → [§, ~~or otherwise identify~~] ~~←§~~ , in the club's
408a general purpose, a personal
409 identity characteristic; or
- 410 (iii) promote or encourage a prohibited discriminatory practice.
- 411 (4) Rules of the state board or an LEA governing board regarding clubs and actions of a
412 school in authorizing clubs may not, except as provided in this part:
- 413 (a) subject a club to standards, requirements, or limitations based on the purpose or
414 content of the club to which other clubs of the same designation, of either curricular
415 or noncurricular, are subject; and
- 416 (b) condition authorization of, restrict, or limit the club based on a political or policy
417 position of the club.

418 Section 8. Section **53G-7-703** is amended to read:

419 **53G-7-703 (Effective 07/01/26). Curricular clubs -- Authorization.**

- 420 (1) Faculty members or students proposing a curricular club shall submit written
421 application for authorization on a form approved by the LEA governing board.
- 422 (2) An LEA governing board may exempt from the authorization requirements under this
423 section a club[~~whose~~] :
- 424 (a) with membership that is determined by student body election; or[~~a club~~]
- 425 (b) that is governed by an association that regulates interscholastic activities[~~from the~~
426 ~~authorization requirements under this section~~].
- 427 (3) An application for authorization of a curricular club shall include:
- 428 (a) the recommended club name;
- 429 (b) a statement of the club's purpose, goals, and activities;
- 430 (c) a statement of the club's categorization[~~, which shall be included in the parental~~
431 ~~consent required under Section 53G-7-709, indicating~~] that indicates all of the
432 following that may apply:
- 433 (i) athletic;
- 434 (ii) business/economic;
- 435 (iii) agriculture;

- 436 (iv) art/music/performance;
- 437 (v) science;
- 438 (vi) gaming;
- 439 (vii) religious;
- 440 (viii) community service/social justice; and
- 441 (ix) other;
- 442 (d) the recommended meeting times, dates, and places;
- 443 (e) a statement that the club will comply with the provisions of this part and all other
- 444 applicable laws, rules, or policies; and
- 445 (f) a budget showing[-] :
- 446 (i) the amount and source of any funding [~~provided or to be provided to~~]the club
- 447 receives or will receive; and[-its]
- 448 (ii) the proposed use of the funding.
- 449 (4) The application may be as brief as a single page [~~so long as it~~] if the application contains
- 450 the items required under this section.
- 451 (5) A school shall approve the name of a curricular club if the name is consistent with the
- 452 club's purposes and its school sponsorship.
- 453 (6)(a) A school shall determine curriculum relatedness by strictly applying this part's
- 454 definition of curricular club to the club application.
- 455 (b) If the school finds that the proposed club is a curricular club, the school shall
- 456 continue to review the application as an application for authorization of a curricular
- 457 club.
- 458 (c) If the school finds that the proposed club is a noncurricular club, the school may:
- 459 (i) return the application to the faculty member or students proposing the club for
- 460 amendment; or
- 461 (ii) review the application as an application for authorization of a noncurricular club
- 462 in accordance with Section 53G-7-704.
- 463 (7)(a) [~~Only~~] An elementary school may only authorize curricular clubs[~~may be~~
- 464 ~~authorized for elementary schools~~].
- 465 (b) A school governing body may limit, or permit a secondary school to limit, the
- 466 authorization of clubs at the secondary school to only curricular clubs.
- 467 Section 9. Section **53G-7-704** is amended to read:
- 468 **53G-7-704 (Effective 07/01/26). Noncurricular clubs -- Annual authorization.**
- 469 (1) A noncurricular club shall have a minimum of three members.

- 470 (2) Students proposing a noncurricular club shall submit a written application for
 471 authorization on a form approved by the LEA governing board.
- 472 (3) An application for authorization of a noncurricular club shall include~~[-]~~ the information
 473 required under Subsection 53G-7-703(3).
- 474 ~~[(a) the recommended club name;]~~
 475 ~~[(b) a statement of the club's purpose, goals, and activities;]~~
 476 ~~[(c) a statement of the club's categorization, which shall be included in the parental~~
 477 ~~consent required under Section 53G-7-709, indicating all of the following that may~~
 478 ~~apply:]~~
- 479 ~~[(i) athletic;]~~
 480 ~~[(ii) business/economic;]~~
 481 ~~[(iii) agriculture;]~~
 482 ~~[(iv) art/music/performance;]~~
 483 ~~[(v) science;]~~
 484 ~~[(vi) gaming;]~~
 485 ~~[(vii) religious;]~~
 486 ~~[(viii) community service/social justice; and]~~
 487 ~~[(ix) other;]~~
- 488 ~~[(d) the recommended meeting times, dates, and places;]~~
 489 ~~[(e) a statement that the club will comply with the provisions of this part and all other~~
 490 ~~applicable laws, rules, or policies; and]~~
 491 ~~[(f) a budget showing the amount and source of any funding provided or to be provided~~
 492 ~~to the club and its proposed use.]~~
- 493 (4) The application may be as brief as a single page ~~[so long as it]~~ if the application contains
 494 the items required under this section.
- 495 (5)(a) An LEA governing board may provide for approval of a noncurricular club name
 496 in an action separate from ~~[that]~~ the action relating to authorization of the club~~[-itself]~~.
- 497 (b) An LEA governing board shall require that:
- 498 (i) ~~[that]~~ a noncurricular club name ~~[shall]~~ reasonably reflect the club's purpose,
 499 goals, and activities; and
- 500 (ii) ~~[that]~~ the noncurricular club name ~~[shall]~~ be a name that would not result in or
 501 imply~~[-]~~ ;
- 502 (A) a violation of this part~~[-]~~ ;
- 503 (B) undue disruption of school operations;

- 504 (C) subjecting students to harassment or persecution; or
- 505 (D) operation of the group in violation of law or rule.
- 506 (6) An elementary school may not authorize a noncurricular club.
- 507 (7) If a school allows a noncurricular club, the school shall allow all noncurricular clubs
- 508 that meet the qualifications of this part, state board rules, and LEA governing board
- 509 rules.
- 510 (8)(a) Each LEA shall:
- 511 (i) publish on the LEA's website a list and short description of all authorized
- 512 noncurricular clubs within the LEA; and
- 513 (ii) ensure uniformity in the treatment of similar clubs across schools within the LEA.
- 514 (b) During the application review process, a school shall consult the list described in
- 515 Subsection (8)(a) from the relevant LEA and neighboring LEAs.
- 516 Section 10. Section **53G-7-705** is amended to read:
- 517 **53G-7-705 (Effective 07/01/26). Clubs -- Limitations and denials.**
- 518 (1) A school shall limit or deny authorization or school facilities use to a club, or require
- 519 changes ~~[prior to]~~ to the club's application before granting authorization or school
- 520 facilities use:
- 521 (a) as the school determines ~~[it]~~ to be necessary to:
- 522 (i) protect the physical, emotional, psychological, or moral well-being of students and
- 523 faculty;
- 524 (ii) maintain order and discipline on school premises;
- 525 (iii) prevent a material and substantial interference with the orderly conduct of a
- 526 school's educational activities;
- 527 (iv) protect the rights of parents and students;
- 528 (v) maintain the boundaries of socially appropriate behavior; or
- 529 (vi) ensure compliance with all applicable laws, rules, regulations, and policies; or
- 530 (b) if a club's proposed charter and proposed activities indicate students or advisors in
- 531 club related activities would, as a substantial, material, or significant part of ~~[their]~~ the
- 532 student's or club's conduct or means of expression:
- 533 (i) encourage criminal or delinquent conduct;
- 534 (ii) promote bigotry;
- 535 (iii) involve human sexuality; or
- 536 (iv) involve any effort to engage in or conduct mental health therapy, counseling, or
- 537 psychological services for which a license ~~[would be]~~ is required under state law.

538 (2) ~~[An LEA governing board]~~ A school has the primary authority to determine whether any
 539 club meets the criteria of Subsection (1).

540 (3) If a school or LEA governing board limits or denies authorization to a club, the school
 541 or LEA governing board shall provide, in writing, to the applicant the factual and legal
 542 basis for the limitation or denial.

543 (4) A student's spontaneous expression of sentiments or opinions otherwise identified in
 544 Subsection 53E-9-203(1) is not prohibited.

545 Section 11. Section **53G-7-706** is amended to read:

546 **53G-7-706 (Effective 07/01/26). Faculty oversight of authorized clubs.**

547 (1) A school shall approve ~~[the]~~ a faculty sponsor, supervisor, or monitor for each
 548 authorized curricular, noncurricular, and religious club to provide oversight consistent
 549 with this part and the needs of the school to ensure that the methods of expression,
 550 religious practices, or other conduct of the students or advisors involved do not:

551 (a) unreasonably interfere with the ability of school officials to maintain order and
 552 discipline;

553 (b) unreasonably endanger or threaten the well-being of persons or property;

554 (c) violate concepts of civility or propriety appropriate to a school setting; or

555 (d) violate applicable laws, rules, regulations, and policies.

556 (2)(a) A school shall annually approve faculty members as sponsors of curricular clubs.

557 (b) Faculty sponsors shall organize and direct the purpose and activities of a curricular
 558 club.

559 (3)(a) A school shall approve faculty members to serve as supervisors for authorized
 560 noncurricular clubs.

561 (b) A faculty supervisor shall provide oversight to ensure compliance with the approved
 562 club purposes, goals, and activities ~~[and]~~ in accordance with ~~[the provisions of]~~ this
 563 part and other applicable laws, rules, and policies.

564 (c) The approval of a faculty supervisor or monitor does not constitute school
 565 sponsorship of the club.

566 (d) A faculty monitor approved for a religious, political, or public policy club may not
 567 participate in the activities of the ~~[religious]~~ club, except to perform the supervisory
 568 role required by this section.

569 (4) Without the prior approval by the school, a person who is not a school faculty member
 570 or a club member may not:

571 (a) make a presentation to a noncurricular club; or

572 (b) direct, conduct, control, or regularly attend the meetings of a noncurricular club.

573 Section 12. Section **53G-7-707** is amended to read:

574 **53G-7-707 (Effective 07/01/26). Use of school facilities by clubs.**

575 (1) A school shall determine and assign school facilities use for curricular and noncurricular
576 clubs consistent with the needs of the school.

577 (2) The following provisions apply to curricular clubs:

578 (a) in assigning school facilities use, the administrator may give priority to curricular
579 clubs over noncurricular clubs; and

580 (b) the school may provide financial or other support to curricular clubs.

581 (3) The following provisions apply to noncurricular clubs on an equal basis to all
582 noncurricular clubs within an LEA:

583 (a) the school may not give a preference or priority [~~may not be given~~] among
584 noncurricular clubs;

585 (b)(i) a school [~~shall~~] may only provide the space for noncurricular club meetings; and

586 (ii) a school may not spend public funds for noncurricular clubs, except as required to
587 implement [~~the provisions of~~] this part, including providing space and faculty
588 oversight for noncurricular clubs;

589 (c) a school shall establish the noninstructional times during which noncurricular clubs
590 may meet;

591 (d) a school may establish the places that noncurricular clubs may meet;

592 (e) a school may set the number of hours noncurricular clubs may use the school's
593 facilities per month, [~~provided that~~] ensuring the equal treatment of all noncurricular
594 clubs [~~shall be treated equally~~]; and

595 (f) a school shall determine [~~what~~] the access a noncurricular [~~clubs shall be given~~] club
596 may have to the school newspaper, yearbook, bulletin boards, or public address
597 system, [~~provided that~~] ensuring the equal treatment of all noncurricular clubs [~~shall~~
598 ~~be treated equally~~].

599 Section 13. Section **53G-7-708** is amended to read:

600 **53G-7-708 (Effective 07/01/26). Club membership.**

601 [~~(1) A school shall require written parental consent for student participation in all curricular~~
602 ~~and noncurricular clubs at the school.~~]

603 [~~(2)~~] (1) [~~Membership~~] The following governs membership in curricular clubs [~~is governed~~
604 ~~by the following~~]:

605 (a)(i) a school or LEA governing board may limit membership [~~may be limited~~] to

- 606 students who are currently attending the sponsoring school or school district; and
- 607 (ii) members who attend a school other than the sponsoring school shall have, in
- 608 addition to the consent required under Section 53G-7-709, specific parental
- 609 permission for membership in a curricular club at another school;
- 610 (b)(i) curricular clubs may require that prospective members try out based on
- 611 objective criteria outlined in the application materials; and
- 612 (ii) try-outs may not require activities that violate the provisions of this part ~~[and]~~ or
- 613 other applicable laws, rules, ~~[and]~~ or policies;~~[-and]~~
- 614 (c) a school or club may not promote, limit, or restrict membership based on a personal
- 615 identity characteristic; and
- 616 ~~[(e)] (d)~~ other rules or policies as determined by the state board, school district, or school.
- 617 ~~[(3)] (2) [Membership] The following governs membership in noncurricular clubs[-is~~
- 618 ~~governed by the following]:~~
- 619 (a) student membership in a noncurricular club is voluntary;
- 620 (b) a school or LEA governing board may limit membership~~[-shall be limited]~~ to
- 621 students who are currently attending the school;
- 622 (c)(i) noncurricular clubs may require that prospective members try out based on
- 623 objective criteria outlined in the application materials; and
- 624 (ii) try-outs may not require activities that violate the provisions of this part ~~[and]~~ or
- 625 other applicable laws, rules, ~~[and]~~ or policies;
- 626 (d) ~~[a copy of]~~ an individual described in Subsection 53G-7-706(4) who presents any
- 627 written or other media materials ~~[that were presented-]~~ at a noncurricular club meeting [~~by a non~~
- 628 ~~school person shall be delivered]~~ shall deliver a copy of the materials to a
- 629 school administrator no later than 24 hours after the noncurricular club meeting~~[-and;~~
- 630 ~~if requested,] ;~~
- 631 ~~(e)~~ a student's parent ~~[shall have an opportunity to review those materials; and]~~ may,
- 632 upon request, review the materials described in Subsection (2)(d);
- 633 (f) a school or club may not promote, limit, or restrict membership based on a personal
- 634 identity characteristic; and
- 635 ~~[(e)] (g)~~ other rules or policies as determined by the state board, school district, or school.
- 636 Section 14. Section **53G-7-709** is amended to read:
- 637 **53G-7-709 (Effective 07/01/26). Parental consent.**
- 638 (1) A school shall require written parental consent for student participation in all curricular
- 639 and noncurricular clubs at the school.

- 640 (2) The school shall ensure that the consent described in Subsection (1) [~~shall include~~
641 includes an activity disclosure statement containing the following information:
642 (a) the specific name of the club;
643 (b) a statement of the club's purpose, goals, and activities;
644 (c) a statement of the club's categorization[~~, which shall be obtained from~~] as described
645 in the application for authorization of a club in accordance with [~~the provisions of~~]
646 Section 53G-7-703 or 53G-7-704[~~, indicating all of the following that may apply:~~] ;
647 [(i) athletic;]
648 [(ii) business/economic;]
649 [(iii) agriculture;]
650 [(iv) art/music/performance;]
651 [(v) science;]
652 [(vi) gaming;]
653 [(vii) religious;]
654 [(viii) community service/social justice; and]
655 [(ix) other;]
656 (d) beginning and ending dates;
657 (e) a tentative schedule of the club activities with dates, times, and places specified;
658 (f) personal costs associated with the club, if any;
659 (g) the name of the sponsor, supervisor, or monitor who is responsible for the club; and
660 (h) any additional information [~~considered~~] the school considers important for the
661 students and parents to know.
- 662 (3) [~~All completed parental consent forms shall be filed by the~~] The parent or the club's
663 sponsor, supervisor, or monitor shall file all completed parental consent forms with the
664 school's principal, the chief administrative officer of a charter school, or [their] the
665 designee of the principal or chief administrative officer.
- 666 Section 15. Section **53G-7-710** is amended to read:
667 **53G-7-710 (Effective 07/01/26). Violations -- Investigations -- School responses.**
- 668 (1) A school shall investigate any report or allegation that an authorized curricular or
669 noncurricular club is:
670 (a) participating in activities beyond the scope of [~~its~~] the club's purpose; or
671 (b) in violation of a provision of this part or another applicable law, rule, regulation, or
672 policy.
- 673 (2) After meeting with the faculty sponsor, faculty supervisor, or faculty monitor, the

- 674 students involved, and the person making the report or allegation, if the school
 675 substantiates a violation~~[-is substantiated]~~, the school may~~[-do any of the following]~~:
- 676 (a) allow the club's original statement of [its] the club's purpose, goals, and activities to
 677 be modified to include the activities if [they] the activities are in compliance with the
 678 provisions of this part and other applicable laws, rules, regulations, [or] and policies;
- 679 (b) instruct the faculty sponsor, supervisor, or monitor not to allow similar violations in
 680 the future;
- 681 (c) limit or suspend the club's authorization or school facilities use pending further
 682 corrective action as determined by the school; or
- 683 (d) terminate the club's authorization and dissolve the club.
- 684 (3) ~~[Any]~~ A school shall ensure to use the least restrictive means necessary to satisfy the
 685 school's interests as identified in this part, regarding any:
- 686 (a) limitation on expression, practice, or conduct of any student, advisor, or guest in a
 687 meeting of a curricular or noncurricular club[-] ; or[-]
- 688 (b) limitation on school facilities use[-, shall be by the least restrictive means necessary
 689 to satisfy the school's interests as identified in this part].
- 690 (4) A club that ~~[has been terminated]~~ a school terminates in accordance with Subsection
 691 (2)(d) may not reapply for authorization until the following school year.
- 692 (5) A student who makes a false allegation or report under this section ~~[shall be]~~ is subject
 693 to school discipline.

694 Section 16. Section **53G-7-711** is amended to read:

695 **53G-7-711 (Effective 07/01/26). Appeals -- Procedures.**

- 696 (1)(a) A school shall investigate and approve or deny a completed application or
 697 complaint[-shall be approved, denied, or investigated by the school] within a
 698 reasonable amount of time.
- 699 (b) If a school denies an application or complaint~~[-is denied]~~, the school shall:
- 700 (i) state written reasons for the denial or results of the investigation~~[-shall be stated]~~ ;
 701 and[-]
- 702 (ii) if appropriate, make suggested corrections ~~[shall be made-]~~to remedy the
 703 deficiency.
- 704 (c) A school that denies a club ~~[that is denied-]~~school facilities use shall ~~[be informed]~~
 705 inform the club at the time of the denial of[-] ;
- 706 (i) the factual and legal basis for the denial[-] ; and[-]
- 707 (ii) if appropriate, how the club could correct the basis for the denial~~[-could be~~

- 708 corrected].
- 709 (2)(a) [~~If denied, suspended, or terminated, a~~] A club, a student desirous of participating
 710 or speaking, or a complaining parent, has 10 school days from the date of the denial,
 711 suspension, or termination of the club to file a written appeal [from the denial,
 712 suspension, or termination] to a designee [authorized by] whom the LEA governing
 713 board authorizes.
- 714 (b) The designee described in Subsection (2)(a) shall issue a determination within a
 715 reasonable amount of time from receipt of the appeal[~~, which~~] .
- 716 (c) The decision described in Subsection (2)(b) is final and constitutes satisfaction of all
 717 administrative remedies unless an agreement of all parties extends the time for
 718 evaluation[is extended by agreement of all parties].
- 719 (3) A person directly affected by a decision made in accordance with the provisions of this
 720 part may appeal the decision by writing to a person designated by the LEA governing
 721 board.

722 Section 17. Section **53G-7-712** is amended to read:

723 **53G-7-712 (Effective 07/01/26). Rulemaking -- State board -- LEA governing**
 724 **boards.**

- 725 (1) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, the
 726 state board may make rules governing clubs that do not conflict with this part.
- 727 (2) [~~The state board may adopt additional rules and~~] LEA governing boards may adopt [
 728 ~~additional~~] rules or policies governing clubs that do not conflict with [the provisions of]
 729 this part.

730 Section 18. Section **53H-1-402** is amended to read:

731 **53H-1-402 (Effective 07/01/26) (Partially Repealed 07/01/27). Reports to and**
 732 **actions of the Higher Education Appropriations Subcommittee.**

- 733 (1) In accordance with applicable provisions and Section 68-3-14, the following recurring
 734 reports are due to the Higher Education Appropriations Subcommittee:
- 735 (a) the reports described in Sections 53H-1-502, 53H-1-503, and 53H-1-504, regarding
 736 prohibited discriminatory practices, submissions, and training;
- 737 (b) the reports described in Section 53H-1-203 by the board on:
- 738 (i) system wide responses to changing demographics and workforce; and
- 739 (ii) the board's activities and performance against the board's goals and metrics;
- 740 (c) the report described in Section 53H-5-205;
- 741 (d) the report described in Section 53H-8-202 by the board on recommended

- 742 appropriations for higher education institutions and the board, including the report
 743 described in Section 53H-11-406 by the board on the effects of offering nonresident
 744 partial tuition scholarships;
- 745 (e) the report described in Section 53H-8-306 by the Department of Workforce Services
 746 and the Governor's Office of Economic Opportunity on targeted jobs;
- 747 (f) the reports described in Section 53H-8-303 by the board on performance;
- 748 (g) the report described in Section 53H-11-402 by the board on the Opportunity
 749 Scholarship Program;
- 750 (h) the report described in Section 53H-13-309 regarding the talent advisory councils;
- 751 (i) the report described in Section 53H-11-414 by the board on the Utah Promise
 752 Program;
- 753 (j) the report described in Section 53H-6-202 by the board on an institution
 754 compensating a student athlete for the use of the student athlete's name, image, or
 755 likeness;
- 756 (k) the report described in Section 53H-1-604 regarding the Higher Education and
 757 Corrections Council; and
- 758 (l) the report described in Section 53E-10-308 by the State Board of Education and
 759 board on student participation in the concurrent enrollment program.
- 760 (2) In accordance with applicable provisions and Section 68-3-14, the following occasional
 761 report is due to the Higher Education Appropriations Subcommittee[?], the board's report
 762 regarding each institution's strategic reinvestment plan described in Section 53H-8-210.
- 763 (3) In accordance with applicable provisions, the Higher Education Appropriations
 764 Subcommittee shall complete the following:
- 765 (a) an appropriation recommendation described in Section 53H-1-504 regarding
 766 compliance with Subsections [~~53H-1-504(5)~~] 53H-1-504(3)(c) and [~~(14)~~]
 767 53H-1-504(9)(a); and
- 768 (b) as required by Section 53H-8-304, the review of performance funding described in
 769 Section 53H-8-304.
- 770 (4) In consultation with the board, the Higher Education Appropriations Subcommittee
 771 shall study a re-design of:
- 772 (a) the performance funding model described in Chapter 8, Part 3, Performance Funding,
 773 to better ensure:
- 774 (i) institutional alignment with the statewide system of higher education and the
 775 institution's mission within the statewide system; and

- 776 (ii) investment in meeting localized and statewide workforce demands and securing
 777 post-graduation employment outcomes; and
 778 (b) enrollment-based funding, including, for technical colleges, funding distribution
 779 models that:
 780 (i) include equivalent funding value for secondary and adult students; and
 781 (ii) reflect the full responsibility of the technical college's statutorily-required
 782 services.

783 Section 19. Section **53H-1-502** is amended to read:

784 **53H-1-502 (Effective 07/01/26). Prohibition on the use of certain submissions in**
 785 **higher education -- Exceptions.**

786 (1) As used in this section[, "prohibited"] :

- 787 (a) "Prohibited submission" means [~~the same as that term is defined in Section 67-27-107.~~]
 788 a submission, statement, or document that requires an individual to articulate the
 789 individual's position, view, contribution, effort, or experience regarding a policy,
 790 program, or initiative that promotes differential treatment based on an individual's
 791 personal identity characteristic.
 792 (b) "Prohibited submission" includes a submission, statement, or document that relates
 793 to a policy, program, or initiative regarding:
 794 (i) anti-racism;
 795 (ii) bias;
 796 (iii) critical race theory;
 797 (iv) implicit bias;
 798 (v) intersectionality;
 799 (vi) prohibited discriminatory practice, as that term is defined in Section 53H-1-504;
 800 or
 801 (vii) racial privilege.
 802 (c) "Prohibited submission" does not include a submission, statement, or document for
 803 an employment position if the submission, statement, or document relates to a bona
 804 fide occupational qualification for the position.

805 (2) Except as provided in Subsections (4) and [~~(6)~~] (5), an institution may not require,
 806 request, solicit, or compel a prohibited submission as a certification or condition before
 807 taking action with respect to:

- 808 (a) employment, including decisions regarding:
 809 (i) hiring;

- 810 (ii) terms of employment;
- 811 (iii) benefits;
- 812 (iv) compensation;
- 813 (v) seniority status;
- 814 (vi) tenure or continuing status;
- 815 (vii) promotion;
- 816 (viii) performance reviews;
- 817 (ix) transfer;
- 818 (x) termination; or
- 819 (xi) appointment;
- 820 (b) admission to, advancement in, or graduation from an institution or an academic
- 821 program;
- 822 (c) participation in an institution-sponsored program; or
- 823 (d) qualification for or receipt of state financial aid or other state financial assistance.
- 824 (3) An institution may not grant any form of preferential consideration to an individual
- 825 who, with or without solicitation from the institution, provides a prohibited submission
- 826 for consideration for any action described in Subsection (2).
- 827 (4)(a) If federal law requires an institution to accept or require a prohibited submission,
- 828 the institution:
- 829 [(a)] (i) may accept the prohibited submission only to the extent required under
- 830 federal law; and
- 831 [(b)] (ii) shall limit consideration of the information contained in the prohibited
- 832 submission to the extent necessary to satisfy the requirement under federal law.
- 833 [(5)] (b) For a required prohibited submission under Subsection [(4)] (4)(a), an institution
- 834 shall:
- 835 [(a)] (i) prepare a report to the institution's governing board detailing the
- 836 circumstances under which [a] the prohibited submission is required; and
- 837 [(b)] (ii) publish the report described in Subsection (5)(a) on the institution's
- 838 governing board website in a conspicuous location.
- 839 [(6)] (5) Nothing in this section limits or prohibits an institution's authority to establish
- 840 policies that:
- 841 (a) are necessary to comply with state or federal law, including laws relating to
- 842 prohibited discrimination or harassment;
- 843 (b) require disclosure of an employee's academic research, classroom teaching, or

844 coursework; or

845 (c) require an applicant for employment, tenure, or promotion to disclose or discuss the

846 applicant's:

847 (i) research;

848 (ii) teaching agenda;

849 (iii) artistic creations; or

850 (iv) pedagogical approaches or experiences with students of all learning abilities.

851 ~~[(7)]~~ (6)(a) The board shall conduct a biennial review of an institution of higher

852 education's compliance with this section ~~[as follows:]~~

853 ~~[(i) for 2025, on each institution of higher education; and]~~

854 ~~[(ii) for 2026, and every year after,]~~on one-half of the degree granting institutions of

855 higher education and one-half of the technical colleges each year so that each

856 institution receives a review once every two years.

857 (b) If the board identifies a violation of this section, the board shall:

858 (i) on or before 30 days after the day on which the board identifies the violation,

859 work with the institution to create a remediation plan; and

860 (ii) provide the institution 180 days after the day of the creation of the remediation

861 plan to cure the violation.

862 ~~[(8)]~~ (7) On or before November 1 of each year, the board shall prepare and submit a report

863 to the Education Interim Committee and the Higher Education Appropriations

864 Subcommittee on:

865 (a)(i) the review process and each institution's compliance determination; or

866 ~~[(b)]~~ (ii) if a violation is identified, the remediation plan and progress under

867 Subsection (7)(b)~~[-]~~ ; and

868 (b) violations the board identifies in accordance with Sections 53H-1-503 and 53H-1-504.

869 ~~[(9)]~~ (8) The Legislature may withhold future state appropriations to an institution that fails

870 to cure a violation of this section within the time provided under Subsection ~~[(7)(b)]~~

871 (6)(b).

872 ~~[(10)]~~ (9) The board shall make rules in accordance with Title 63G, Chapter 3, Utah

873 Administrative Rulemaking Act, to establish a procedure for accepting and processing

874 an individual's complaint against an institution for an alleged violation of this section.

875 Section 20. Section **53H-1-503** is amended to read:

876 **53H-1-503 (Effective 07/01/26). Prohibition on the use of certain training in**

877 **higher education -- Exceptions.**

- 878 (1) As used in this section:
- 879 (a) "Prohibited training" means a mandatory instructional program [~~and related materials~~
- 880 ~~that]~~ that:
- 881 (i) an institution requires the institution's employees, prospective employees,
- 882 students, or prospective students[;] to attend[~~that promote~~] ; and
- 883 (ii) promotes a prohibited discriminatory [practices] practice as that term is defined in
- 884 Section 53H-1-504.
- 885 (b) "Prohibited training" includes an in-person or online seminar, discussion group,
- 886 workshop, other program, or related materials.
- 887 (2) An institution may not require prohibited training.
- 888 (3) An institution shall annually train the institution's faculty and staff on academic freedom
- 889 and freedom of speech in accordance with state or federal law.
- 890 (4) Nothing in this section limits or prohibits an institution's authority to establish policies
- 891 that are necessary to comply with state or federal law, including laws relating to
- 892 prohibited discrimination or harassment.
- 893 (5)(a) The board shall conduct a biennial review of an institution of higher education's
- 894 compliance with this section [as follows:]
- 895 [(i) for 2025, on each institution of higher education; and]
- 896 [(ii) for 2026, and every year after,] on one-half of the institutions of higher
- 897 education and one-half of the technical colleges each year so that each institution
- 898 receives a review once every two years.
- 899 (b) If the board identifies a violation of this section, the board shall:
- 900 (i) on or before 30 days after the day on which the board identifies the violation,
- 901 work with the institution to create a remediation plan; and
- 902 (ii) provide the institution 180 days after the day of the creation of the remediation
- 903 plan to cure the violation.
- 904 (6) On or before November 1 of each year, the board shall [~~prepare and submit a report to~~
- 905 ~~the Higher Education Appropriations Subcommittee]~~ include in the board's report
- 906 described in Subsection 53H-1-502 information on:
- 907 (a) the review process and each institution's compliance determination; or
- 908 (b) if a violation is identified, the remediation plan and progress under Subsection (5)(b).
- 909 (7) The Legislature may withhold future state appropriations to an institution that fails to
- 910 cure a violation of this section within the time provided under Subsection (5)(b).
- 911 (8) The board shall make rules in accordance with Title 63G, Chapter 3, Utah

912 Administrative Rulemaking Act, to establish a procedure for accepting and processing
913 an individual's complaint against an institution for an alleged violation of this section.

914 Section 21. Section **53H-1-504** is amended to read:

915 **53H-1-504 (Effective 07/01/26). Prohibited discriminatory practices --**

916 **Restrictions -- Campus climate survey -- Exceptions.**

917 (1) As used in this section:

918 (a) "Important government interest" [~~means~~] includes a governmental purpose relating to:

919 (i) athletic competition or athletic safety in public education; or

920 (ii) privacy, including compliance with Title 63G, Chapter 31, Distinctions on the
921 Basis of Sex.

922 (b) "Personal identity [~~characteristics~~] characteristic" means an individual's race, color,
923 ethnicity, sex, sexual orientation, national origin, religion, or gender identity.

924 (c)(i) "Prohibited discriminatory practice" means engaging in or maintaining a policy,
925 procedure, practice, program, office, initiative, or required training that, based on
926 an individual's personal identity [~~characteristics~~] characteristic:

927 (A) promotes the differential treatment of an individual without an important
928 government interest;

929 (B) influences the employment decisions of an individual other than through the
930 use of neutral hiring processes with regard to a personal identity [~~characteristics~~]
931 characteristic and in accordance with federal law;

932 (C) influences an individual's admission to, advancement in, or graduation from
933 an institution, the public education system, or an academic program; or

934 (D) influences an individual's participation in an institution-sponsored or public
935 education system-sponsored program.

936 (ii) "Prohibited discriminatory practice" [~~also means~~] includes engaging in or
937 maintaining a policy, procedure, practice, program, office, initiative, or required
938 training that:

939 (A) asserts that one personal identity characteristic is inherently superior or
940 inferior to another personal identity characteristic;

941 (B) asserts that an individual, by virtue of the individual's personal identity [~~characteristics~~]
942 characteristic, is inherently privileged, oppressed, racist, sexist,
943 oppressive, or a victim, whether consciously or unconsciously;

944 (C) asserts that an individual should be discriminated against in violation of Title
945 VI, Title VII, and Title IX, receive adverse treatment, be advanced, or receive

- 946 beneficial treatment because of the individual's personal identity [~~characteristics~~
 947 characteristic;
- 948 (D) asserts that an individual's moral character is determined by the individual's
 949 personal identity [~~characteristics~~] characteristic;
- 950 (E) asserts that an individual, by virtue of the individual's personal identity [
 951 ~~characteristics~~] characteristic, bears responsibility for actions committed in the
 952 past by other individuals with the same personal identity [~~characteristics~~]
 953 characteristic;
- 954 (F) asserts that an individual should feel discomfort, guilt, anguish, or other
 955 psychological distress solely because of the individual's personal identity [
 956 ~~characteristics~~] characteristic;
- 957 (G) asserts that meritocracy is inherently racist or sexist;
- 958 (H) asserts that socio-political structures are inherently a series of power
 959 relationships and struggles among racial groups;
- 960 (I) promotes resentment between, or resentment of, individuals by virtue of [~~their~~]
 961 the individuals' personal identity characteristics;
- 962 (J) ascribes values, morals, or ethical codes, privileges, or beliefs to an individual
 963 because of the individual's [~~race, color, ethnicity, sex, sexual orientation,~~
 964 ~~national origin, or gender identity~~] personal identity characteristic;
- 965 (K) considers an individual's personal identity [~~characteristics~~] characteristic in
 966 determining receipt of state financial aid or other state financial assistance,
 967 including a scholarship award or tuition waiver; or
- 968 (L) is referred to or named "diversity, equity, and inclusion."
- 969 (iii) "Prohibited discriminatory practice" does not include[-] :
- 970 (A) policies or procedures required by state or federal law, including laws relating
 971 to prohibited discrimination or harassment[-] ; or
- 972 (B) policies or procedures that promote intellectual diversity that do not otherwise
 973 constitute a prohibited discriminatory practice.
- 974 (d) "Student success and support" means a description of an office, division,
 975 employment position, or other unit of an institution [~~established or maintained to~~
 976 ~~provide~~] that provides support, guidance, and resources that equip all students,
 977 including all students at higher risk of not completing a certificate or degree, with
 978 experiences and opportunities for success in each student's academic and career
 979 goals, and without excluding individuals on the basis of an individual's personal

980 identity [~~characteristics~~] characteristic.

981 (e) "Title VI" means Title VI of the Civil Rights Act of 1964, 42 U.S.C. Sec. 2000d et
982 seq.

983 (f) "Title VII" means Title VII of the Civil Rights Act of 1964, 42 U.S.C. Sec. 2000e et
984 seq.

985 (g) "Title IX" means Title IX of the Education Amendments of 1972, 20 U.S.C. Sec.
986 1681 et seq.

987 (2) An institution may not:

988 (a) engage in a prohibited discriminatory [~~practices~~] practice;

989 (b) take, express, or assert a position or opinion on subjects described in Subsection [
990 ~~67-27-107(1)(b)(ii)~~] 53H-1-502(1)(b);

991 (c) establish or maintain an office, division, employment position, or other unit of an
992 institution established to implement, develop, plan, or promote campus policies,
993 procedures, practices, programs, or initiatives, regarding a prohibited discriminatory [
994 ~~practices~~] practice; or

995 (d) employ or assign an employee or a third-party whose duties [~~for an institution~~]
996 include coordinating, creating, developing, designing, implementing, organizing,
997 planning, or promoting policies, programming, training, practices, activities, and
998 procedures relating to a prohibited discriminatory [~~practices~~] practice.

999 (3)(a) An institution shall:

1000 [~~(a)~~] (i) ensure that all students have access to programs providing student success and
1001 support;

1002 [~~(b)~~] (ii) publish the titles and syllabi of all mandatory courses, seminars, classes,
1003 workshops, and training sessions on the institution's website in an online database
1004 that is readily searchable by the public;

1005 [~~(c)~~] (iii) annually train employees on the separation of personal political advocacy
1006 from an institution's business and employment activities;

1007 [~~(d)~~] (iv) develop strategies, including inviting speakers, to promote viewpoint
1008 diversity; and

1009 [~~(e)~~] (v) establish policies and procedures to include opportunities for education and
1010 research on free speech and civic education.

1011 [~~(4)~~] (b) The board shall report to the Higher Education Appropriations Subcommittee on
1012 the status and allocation of appropriated funds for student success and support.

1013 [~~(5)~~] (c) The Legislature shall, in a line item appropriation, appropriate ongoing funding

1014 to support an institution's student success and support program in accordance with
1015 this section.

1016 ~~[(6)]~~ (4)(a) On or before January 1, 2025, the board shall contract with a third-party
1017 contractor, in accordance with Title 63G, Chapter 6a, Utah Procurement Code, to
1018 conduct a campus expression climate survey of each institution:

1019 (i) to assess student, faculty, and staff perceptions of and experiences with an
1020 institution's campus environment that measures the student's, faculty member's,
1021 and staff member's perception of and experience with an institution's campus
1022 environment; and

1023 (ii) that measures the student's, faculty member's, and staff member's perception of
1024 and experience with campus policy and practice regarding freedom of speech and
1025 academic freedom at the institution.

1026 (b) The board shall collect the results of each campus expression climate survey under
1027 Subsection ~~[(6)]~~ (4)(a) and submit the results to the Office of Legislative Research
1028 and General Counsel beginning on or before July 1.

1029 ~~[(7)]~~ (c)~~[(a)]~~ (i) The Office of Legislative Research and General Counsel shall provide
1030 a summary report on the data collected from the campus expression climate
1031 surveys to the Education Interim Committee on or before:

1032 ~~[(i)]~~ (A) November 1, 2027, for reports received in years 2025, 2026, and 2027;

1033 ~~[(ii)]~~ (B) November 1, 2030, for reports received in years 2028, 2029, and 2030;

1034 and

1035 ~~[(iii)]~~ (C) November 1, 2033, for reports received in years 2031, 2032, and 2033.

1036 ~~[(b)]~~ (ii) On or before November 1, 2035, the Office of Legislative Research and
1037 General Counsel shall provide a comprehensive report of the campus expression
1038 climate surveys to the Education Interim Committee.

1039 ~~[(8)]~~ (5)(a) Nothing in this section requires an individual to respond to a campus
1040 expression climate survey.

1041 ~~[(9)]~~ (b) Nothing in this section limits or prohibits an institution's authority to establish
1042 policies that:

1043 ~~[(a)]~~ (i) are necessary to comply with state or federal law, including laws relating to
1044 prohibited discrimination or harassment;

1045 ~~[(b)]~~ (ii) require disclosure of an employee's academic research, classroom teaching,
1046 or coursework; or

1047 ~~[(c)]~~ (iii) require for employment, tenure, or promotion to disclose or discuss the

1048 applicant's:

1049 [(†)] (A) research;

1050 [(†)] (B) teaching agenda;

1051 [(†)] (C) artistic creations; or

1052 [(†)] (D) pedagogical approaches or experiences with students of all learning
1053 abilities.

1054 [(10)] (6)(a) This section does not apply to:

1055 [(a)] (i) requirements necessary for athletic and accreditation compliance;

1056 [(b)] (ii) academic research;

1057 [(c)] (iii) academic course teaching in the classroom;

1058 (iv) in accordance with Subsection (3)(a)(iv):

1059 (A) a presentation or instruction by a guest lecturer in an academic course; or

1060 (B) a speaker an administrative unit of the institution, faculty member or faculty
1061 organization, staff member or staff organization, or student club or
1062 organization invites to speak, virtually or in person, at the institution, §→ [

1062a not] ←§

1063 including a public policy event described in Section 53H-6-302;

1064 [(d)] (v) a grant that would otherwise require:

1065 [(†)] (A) a department, office, division, or other unit of an institution to engage in a
1066 prohibited discriminatory practice if the grant has been reviewed and approved
1067 by the institution's board of trustees; or

1068 [(†)] (B) an institution to engage in a prohibited discriminatory practice if the grant
1069 has been reviewed and approved by the board;

1070 [(e)] (vi) requirements necessary for an institution to establish or maintain eligibility
1071 for any federal program; or

1072 [(f)] (vii) private scholarships administered by an institution.

1073 [(11)] (b) Notwithstanding any other provision of this chapter or of Chapter 3,

1074 Institutions of Higher Education Generally, the University of Utah may take any
1075 action required for the University of Utah to comply with the terms of an agreement
1076 entered into between the University of Utah and the Ute Indian Tribe before July 1,
1077 2024.

1078 [(12)] (7)(a) The board shall conduct a biennial review of an institution of higher
1079 education's compliance with this section as follows:

1080 (i) for 2025, on each institution of higher education; and

1081 (ii) for 2026, and every year after, on one-half of the degree granting institutions of
1082 higher education and one-half of the technical colleges.

1083 (b) If the board identifies a violation of this section, the board shall:

1084 (i) on or before 30 days after the day on which the board identifies the violation,
1085 work with the institution to create a remediation plan; and

1086 (ii) provide the institution 180 days after the day of the creation of the remediation
1087 plan to cure the violation.

1088 ~~[(13)]~~ (8) On or before November 1 of each year, the board shall ~~[prepare and submit a~~
1089 ~~report to the Higher Education Appropriations Subcommittee]~~ include in the board's
1090 report described in Section 53H-1-502 information on:

1091 (a) the review process and each institution's compliance determination; or

1092 (b) if a violation is identified, the remediation plan and progress under Subsection [
1093 ~~(12)(b)]~~ (7)(b).

1094 ~~[(14)]~~ (9)(a) On or before December 1 of each year, the Higher Education Appropriations
1095 Subcommittee shall:

1096 ~~[(a)]~~ (i) report the findings under Subsections ~~[(4)]~~ (3)(b) and ~~[(13)]~~ (8) to the
1097 Legislature; and

1098 ~~[(b)]~~ (ii) make appropriation recommendations about an institution's compliance with
1099 this section.

1100 ~~[(15)]~~ (b) The Legislature may withhold future state appropriations to an institution that
1101 fails to cure a violation of this section within the time provided under Subsection [
1102 ~~(12)(b)]~~ (7)(b).

1103 ~~[(16)]~~ (10) The board shall make rules in accordance with Title 63G, Chapter 3, Utah
1104 Administrative Rulemaking Act, to establish a procedure for accepting and processing
1105 an individual's complaint against an institution for an alleged violation of this section.

1106 Section 22. Section **53H-6-302** is enacted to read:

1107 **53H-6-302 (Effective 07/01/26). Public policy events at state institutions of higher**
1108 **education.**

1109 (1) As used in this section:

1110 (a) "Debate" means an event at which two or more presenters advocate for opposing or
1111 diverse approaches to a public policy issue and rebut each other's positions.

1112 (b) "Formal administrative unit" means:

1113 (i) an office or division under the direct supervision of the president or president's
1114 cabinet; or

- 1115 (ii) an academic department, college, institute, or center within an institution.
- 1116 (c) "Presenter" means an individual whom an institution invites or authorizes to present
- 1117 at or facilitate a public policy event.
- 1118 (d) "Public policy event" means a debate with multiple presenters that:
- 1119 (i) addresses, from multiple, divergent, and opposing perspectives, a range of public
- 1120 policy issues; and
- 1121 (ii) a formal administrative unit organizes or authorizes under this section.
- 1122 (2) A degree-granting institution shall:
- 1123 (a) establish policies, practices, and procedures that will introduce campus communities
- 1124 to diverse viewpoints, including organizing and staging public policy events in a
- 1125 reasonably neutral manner;
- 1126 (b)(i) host public policy events during each regular academic year, ensuring that at
- 1127 least some events are debates;
- 1128 (ii) invite presenters from within and outside the institution;
- 1129 (iii) ensure that public policy events are open to:
- 1130 (A) all students, faculty, and staff of the institution; and
- 1131 (B) the general public, unless the institution restricts individuals who are not
- 1132 affiliated with the institution to achieve a compelling governmental interest; and
- 1133 (iv) seek presenters who represent differing views;
- 1134 (c) maintain and update a publicly accessible and searchable calendar online:
- 1135 (i) that lists all public policy events that are open to the general public that the
- 1136 institution or a formal administrative unit of the institution organizes and stages;
- 1137 and
- 1138 (ii) that includes, for each public policy event or lecture:
- 1139 (A) the title of the event or lecture;
- 1140 (B) the name and, where applicable, institutional affiliation of each presenter; and
- 1141 (C) the name of the formal administrative unit that organizes and stages the event;
- 1142 (d)(i) post online video recordings of each public policy event that is open to the
- 1143 general public within 10 business days after the day of the event; and
- 1144 (ii) maintain the recordings described in Subsection (2)(d)(i) publicly for at least five
- 1145 years after the day of the video's posting; and
- 1146 (e) by September 1 of each year, provide the previous academic year's event calendar to
- 1147 the board.
- 1148 (3) Nothing in Subsection (2) requires an exact balance between presenters of differing

1149 viewpoints.

1150 (4) By November 1 of each year, the board shall provide the previous year's event calendars
1151 described in Subsection (2)(e) to:

1152 (a) the governor;

1153 (b) the Education Interim Committee; and

1154 (c) the Higher Education Appropriations Subcommittee.

1155 (5) Nothing in this section prohibits an institution from inviting an individual speaker or a
1156 panel who articulates a singular or specific perspective, as described in Subsection
1157 53H-1-504(3)(a)(iv).

1158 Section 23. Section **67-27-107** is amended to read:

1159 **67-27-107 (Effective 07/01/26). Prohibition on the use of certain submissions by**
1160 **governmental employers -- Exceptions.**

1161 (1) As used in this section:

1162 (a)(i) "Governmental employer" means any department, division, agency,
1163 commission, board, council, committee, authority, municipality, county, political
1164 subdivision, or any other institution of the state.

1165 (ii) "Governmental employer" does not mean a local education agency or institution
1166 of higher education.

1167 (b)[(†)] "Prohibited submission" means [~~a submission, statement, or document that~~
1168 ~~requires an individual to articulate the individual's position, view, contribution,~~
1169 ~~effort, or experience regarding a policy, program, or initiative that promotes~~
1170 ~~differential treatment based on an individual's personal identity characteristics,] the
1171 same as that term is defined in Section [53H-1-504] 53H-1-502.~~

1172 [(ii) "~~Prohibited submission~~" includes a submission, statement, or document that
1173 relates to a policy, program, or initiative regarding:]

1174 [(A) ~~anti-racism;~~]

1175 [(B) ~~bias;~~]

1176 [(C) ~~critical race theory;~~]

1177 [(D) ~~implicit bias;~~]

1178 [(E) ~~intersectionality;~~]

1179 [(F) ~~prohibited discriminatory practice, as that term is defined in Section~~
1180 ~~53H-1-504; or]~~

1181 [(G) ~~racial privilege.~~]

1182 [(iii) "~~Prohibited submission~~" does not include a submission, statement, or document

1183 for an employment position if the submission, statement, or document relates to a
1184 bona fide occupational qualification for the position.]

1185 (2) Except as provided in Subsection (4), a governmental employer may not require,
1186 request, solicit, or compel a prohibited submission as a certification or condition before
1187 taking action with respect to:

1188 (a) employment, including decisions regarding:

1189 (i) hiring;

1190 (ii) terms of employment;

1191 (iii) benefits;

1192 (iv) compensation;

1193 (v) seniority status;

1194 (vi) tenure or continuing status;

1195 (vii) promotion;

1196 (viii) performance reviews;

1197 (ix) transfer;

1198 (x) termination; or

1199 (xi) appointment; or

1200 (b) admissions and aid, including:

1201 (i) admission to any state program or course;

1202 (ii) financial or other forms of state-administered aid or assistance; or

1203 (iii) other benefits from the governmental employer for which an individual is
1204 eligible.

1205 (3) A governmental employer may not grant any form of preferential consideration to an
1206 individual who, with or without solicitation from the governmental employer, provides a
1207 prohibited submission for any action described in Subsection (2).

1208 (4) If federal law requires a governmental employer to accept or require a prohibited
1209 submission, the governmental employer:

1210 (a) may accept the prohibited submission only to the extent required under federal law;

1211 and

1212 (b) shall limit consideration of the information contained in the prohibited submission to
1213 the extent necessary to satisfy the requirement under federal law.

1214 (5) Nothing in this section limits or prohibits a governmental employer's authority to
1215 establish policies that are necessary to comply with state or federal law, including laws
1216 relating to prohibited discrimination or harassment.

1217 Section 24. Section **67-27-108** is amended to read:

1218 **67-27-108 (Effective 07/01/26). Prohibition on the use of certain training by**
 1219 **governmental employers -- Exceptions.**

1220 (1) As used in this section:

1221 (a) "Governmental employer" means the same as that term is defined in Section
 1222 67-27-107.

1223 (b)(i) "Prohibited training" means a mandatory instructional program [~~and related~~
 1224 ~~materials that~~] that:

1225 (A) a governmental employer requires the governmental employer's current or
 1226 prospective employees to attend~~[that promote]~~ ; and

1227 (B) promotes a prohibited discriminatory [~~practices~~] practice as that term is
 1228 defined in Section 53H-1-504.

1229 (ii) "Prohibited training" includes an in-person or online seminar, discussion group,
 1230 workshop, other program, or related materials.

1231 (2) A governmental employer may not require prohibited training.

1232 (3) Nothing in this section limits or prohibits a governmental employer's authority to
 1233 establish policies that are necessary to comply with state or federal law, including laws
 1234 relating to prohibited discrimination or harassment.

1235 Section 25. Section **67-27-109** is amended to read:

1236 **67-27-109 (Effective 07/01/26). Prohibited discriminatory practices --**
 1237 **Restrictions -- Reporting.**

1238 (1) As used in this section:

1239 (a) "Executive agency director" means the executive agency director of an executive
 1240 department agency who, at the direction of the governor, carries out state business.

1241 (b) "Governmental employer" means the same as that term is defined in Section
 1242 67-27-107.

1243 (c) "Personal identity [~~characteristics~~] characteristic" means the same as that term is
 1244 defined in Section 53H-1-504.

1245 (d) "Prohibited discriminatory practice" means the same as that term is defined in
 1246 Section 53H-1-504.

1247 (2)(a) This section does not apply to a federal grant or program that would otherwise
 1248 require a governmental employer to engage in a prohibited discriminatory practice if
 1249 the grant or program has been reviewed and approved by the governmental
 1250 employer's executive director, legislative body, or governing body, as that term is

1251 defined in Section 10-1-104.

1252 (b) A governmental employer's executive director, legislative body, or governing body
1253 shall report the reviewed and approved federal grant or program under Subsection
1254 (2)(a) to the Executive Appropriations Committee.

1255 (3) A governmental employer may not engage in a prohibited discriminatory [~~practices~~]
1256 practice.

1257 (4) Nothing in this section limits or prohibits a governmental employer from:

1258 (a) as required or permitted by state law:

1259 (i) establishing or maintaining an office, division, or employment position to
1260 implement, develop, plan, or promote practices relating to a personal identity [
1261 ~~characteristics~~] characteristic if the office, division, or employment position is not
1262 engaging in a prohibited discriminatory [~~practices~~] practice; or

1263 (ii) employing or assigning an employee or a third-party whose duties [~~for~~
1264 ~~governmental employer~~] include coordinating, creating, developing, designing,
1265 implementing, organizing, planning, or promoting policies, programming,
1266 training, practices, activities, and procedures relating to a personal identity [
1267 ~~characteristics~~] characteristic if the employee or the third-party is not engaging in a
1268 prohibited discriminatory [~~practices~~] practice;

1269 (b) establishing policies that are necessary to comply with state or federal law, including
1270 laws relating to prohibited discrimination or harassment; or

1271 (c) establishing policies that are necessary to comply with state law enacted on or before
1272 July 1, 2024.

1273 [~~(5)(a) Beginning on July 1, 2024, each executive agency director shall conduct a~~
1274 ~~thorough review of existing agency programs and offices to determine if the program~~
1275 ~~or office is in compliance with Subsection (3).]~~

1276 [(b)] (5) [~~On or before August 1, 2025, each~~] Each executive agency director shall report on
1277 the compliance of agency programs and offices under [~~Subsection (5)(a) to the governor.~~]
1278 this section to

1279 [(e) ~~The governor shall provide the reports under Subsection (5)(b) to:~~]

1280 [(i) ~~the Government Operations Interim Committee at or before the November 2025,~~
1281 ~~interim committee meeting; and]~~

1282 [(ii) ~~the Legislative Management Committee upon request.~~]

1283 Section 26. **Effective Date.**

1284 This bill takes effect on July 1, 2026.