

# LAMAR UNIVERSITY MANUAL OF ADMINISTRATIVE POLICIES AND PROCEDURES

## SECTION: University Policies

AREA: General

Prohibited Initiatives—Diversity, Equity, and Inclusion

#### and inclusion initiatives at public institutions of higher education.

#### II. PURPOSE AND SCOPE

- A. This policy falls under the authority of all applicable federal, state, and Texas State University System (TSUS) laws, rules, and regulations, including, but not limited to, the following: TSUS *Rules and Regulations*, Chapter VII, Paragraph 5, and the Texas Education Code § 51.3525 [S.B. 17, 88<sup>th</sup> Leg., Reg. Sess. (Tx 2023).].
- B. The prohibitions stated in this policy do not apply to the following:
  - 1. Academic course instruction;
  - 2. Scholarly research or a creative work by a student or faculty;
  - 3. An activity of a registered or recognized student organization;
  - 4. Guest speakers;
  - 5. Performers on a short-term engagement;
  - 6. Policies, practices, procedures, programs, or activities to enhance student academic achievement or postgraduate outcomes that are designed and implemented without regard to race, sex, color, or ethnicity;
  - 7. Data collection;
  - 8. Student recruitment or admissions.

### III. DEFINITIONS

- A. **Diversity, Equity, and Inclusion Office** means an office, division, or unit of an institution of higher education established for the purpose of:
  - 1. Influencing hiring or employment practices at the University with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
  - 2. Promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;

- 3. Promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, except as expressly authorized by the TSUS's Office of General Counsel in accordance with a court order or state or federal law; or
- 4. Conducting trainings, programs, or activities designed or implemented in reference to

## VII. APPROVAL

Dr. Freddie Titus	02/26/2024
Vice President for Strategic Initiatives and Community Relations	Date
community relations	

Dr. Jaime R. Taylor	02/26/2024
President of Lamar University	Date

## POLICY LOG

Revision Number	Date	Description of Changes
1	02/26/2024	Policy approved by President.