

Individual Freedom

- House Bill (HB) 7 provided that it is discrimination to subject individuals to believe certain specified concepts as a condition of employment, membership, certification, licensing, credentialing, or passing an examination, to training, instruction, or any other required activity.
- HB 7 provided that subjecting a student or employee to training or instruction that espouses, promotes, advances, inculcates, or compels such student or employee to believe the specified concepts constitutes discrimination.
- It also replaced “gender” with “sex” and replaced “ethnicity” with “color.”

Individual Freedom

- Institutions are encouraged to take the necessary action to ensure compliance. This may require institutions to revisit required faculty and staff professional development onboarding or training requirements, tenure promotional or retention policies, and/or the course content for students enrolled in required coursework or any instruction that actively espouses, promotes, advances, inculcates, or compels faculty, staff, and/or students to believe any of the aforementioned concepts without providing such training or instruction in an objective manner.
- The bill took effect on July 1, 2022.