

NOTICE: On November 17, 2022, in case number 4:22cv304-MW/MAF and 4:22cv324-MW/MAFF the United States District Court for the Northern District of Florida issued a preliminary injunction prohibiting enforcement of portions of Florida Statutes Section 1000.05 (the Florida Educational Equity Act) and Florida Board of Governors Regulation 10.005 (Prohibition of Discrimination in University Training or Instruction). University Regulation UCF-3.002 derived from BOG Regulation 10.005 – therefore, consistent with the District Court’s order University Regulation UCF-3.002 is suspended pending further court action.

### **UCF-3.002 Nondiscrimination in University Training and Instruction**

(1) The University of Central Florida prohibits discrimination on the basis of race, color, national origin, or sex by subjecting any student or employee to training or instruction that espouses, promotes, advances, inculcates, or compels such student or employee to believe any of the following eight (8) concepts:

- (a) Members of one race, color, national origin, or sex are morally superior to members of another race, color, national origin, or sex.
- (b) A person, by virtue of their race, color, national origin, or sex is inherently racist, sexist, or oppressive, whether consciously or unconsciously.
- (c) A person's moral character or status as either privileged or oppressed is necessarily determined by their race, color, national origin, or sex.
- (d) Members of one race, color, national origin, or sex cannot and should not attempt to treat others without respect to race, color, national origin, or sex.
- (e) A person, by virtue of their race, color, national origin, or sex bears responsibility for, or should be discriminated against or receive adverse treatment because of, actions committed in the past by other members of the same race, color, national origin, or sex.
- (f) A person, by virtue of their race, color, national origin, or sex should be discriminated against or receive adverse treatment to achieve diversity, equity, or inclusion.
- (g) A person, by virtue of their race, color, sex, or national origin, bears personal responsibility for and must feel guilt, anguish, or other forms of psychological distress because of actions, in which the person played no part, committed in the past by other members of the same race, color, national origin, or sex.
- (h) Such virtues as merit, excellence, hard work, fairness, neutrality, objectivity, and racial colorblindness are racist or sexist, or were created by members of a particular race, color, national origin, or sex to oppress members of another race, color, national origin, or sex.

(2) This prohibition does not prohibit discussion of the concepts as part of a larger course of training or instruction, provided such training or instruction is given in an objective manner without endorsement of the concepts.

(3) The university and its employees are prohibited from shielding a student or employee from ideas and opinions that they may find uncomfortable, unwelcome, disagreeable, or offensive.

(4) The University supports the professional judgment of its faculty and staff in their right to select topics for instruction and training, including issues related to race, sex, national origin, and

color. While discussions of contentious topics may at times make some people feel uncomfortable, this is part of a rigorous education that provides the tools necessary for responsible and engaged citizenship.

(5) As stated in the UCF Strategic Plan, UCF is committed to fostering a culture of innovation, inclusion, public service, and collaboration and will be a model for civil discourse, consistent with the Florida Board of Governors' Statement of Free Expression.

(6) Any employee, student, or other member of the university community who believes that this regulation has been violated may file a complaint with the Office of Institutional Equity, 12701 Scholarship Drive, Suite 101, [oiie@ucf.edu](mailto:oiie@ucf.edu), 407-823-1336.

(7) If the university president, provost, senior/executive vice presidents, vice presidents, associate vice presidents, associate/vice provosts, deans, chief audit executive, and/or chief compliance and ethics officer receive a complaint of an alleged violation of this regulation, they must timely forward the complaint to the Office of Institutional Equity for review.

*Authority: BOG Regulations 1.001 and 10.005. History--New 10-20-22.*