



HUTTO ISD

Senate Bill 12 Notification for Contractors

State law requires the District to provide notice regarding certain provisions in the Education Code, as enacted by Senate Bill 12 (89th Texas Legislative Session). The information below satisfies the notice requirement and provides notice of additional provisions included in this bill. Physical copies of this notice are provided and available for pickup at the District's Human Resources building. Please email HR@huttoisd.net if you have questions or concerns.

DEI Duties and Contracted Services

Texas Education Code 11.005 prohibits Hutto ISD from assigning diversity, equity, and inclusion (DEI) duties to employee or contractors and prohibits a district employee, contractor, or volunteer from engaging in DEI duties at, for, or on behalf of the District.

Diversity, equity, and inclusion duties mean:

- Influencing hiring or employment practices with respect to race, sex, color, or ethnicity, except as necessary to comply with state or federal antidiscrimination laws;
- Promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
- Developing or implementing policies, procedures, trainings, activities, or programs that reference race, color, ethnicity, gender identity, or sexual orientation, except for the purpose of student recruitment efforts by Historically Black Colleges and Universities or as necessary to comply with state or federal law; and
- Compelling, requiring, inducing, or soliciting any person to provide a DEI statement or giving preferential consideration to any person based on the provision of a DEI statement.

As required by Texas Education Code 11.005 and in accordance with administrative procedures, Hutto ISD will appropriately discipline, up to and including termination of a contract, a contractor who intentionally or knowingly violates the prohibition on DEI activities, in accordance with [BT\(LEGAL\)](#), [CJ\(LEGAL\)](#), and [CJ\(LOCAL\)](#).

The District must still follow all state and federal antidiscrimination laws, including those described in DIA, FB, FFH, and GA. The District and its employees and contractors may still teach about holidays or commemorative months and how these events have historical significance in accordance with the TEKS; analyze school-based causes and address

discriminatory practices or achievement gaps; and apply classroom instruction consistent with the TEKS, data collection, and programs designed to enhance educational outcomes that are developed and implemented without regard to race. In addition, this prohibition does not apply to school-sponsored or school-authorized clubs. Please note that Senate Bill 12 does not limit nondisruptive, protected student First Amendment rights.

Instruction and Activity Prohibitions

As required by Texas Education Code 28.0022 and in accordance with administrative procedures, Hutto ISD will appropriately discipline, up to and including termination, an employee or contractor who intentionally or knowingly engages in or assigns to another person a prohibited action under Section 28.0022, in accordance with [DF\(LEGAL\)](#), [DFBB\(LOCAL\)](#), and [DH\(LOCAL\)](#). This section is described in detail at [EMB\(LEGAL\)](#) and generally requires a teacher to discuss controversial topics objectively and in a manner free from political bias.

Texas Education Code 28.0043 prohibits Hutto ISD and its employees from providing or allowing a third party to provide instruction, guidance, activities, or programming regarding sexual orientation or gender identity. Section 28.0043 does not limit nondisruptive, protected student free speech, the provision of mental health care by an authorized professional with parental consent, or the use of a school campus for a meeting of a single-sex organization that does not advance a political or social agenda.