

SENATE BILL 12 – COMPLIANCE and CERTIFICATION FORM

SB 12, effective September 1, 2025, prohibits Texas public school districts from assigning or allowing Diversity, Equity and Inclusion (DEI) duties in many forms.

Key definitions & prohibitions include:

- “Diversity, Equity, and Inclusion duties” means things like influencing hiring/employment decisions based on race, sex, color, or ethnicity (unless required by law); promoting differential treatment or special benefits on those bases; developing or implementing policies, procedures, trainings, programs, or activities that reference race, color, ethnicity, gender identity, or sexual orientation (unless needed for compliance with state/federal law); inducing or requiring DEI statements; or giving preference based on DEI statements.
- A school district may not assign DEI duties to any person, and must prohibit any employee, **contractor**, or volunteer from engaging in DEI duties on behalf of the district, except as required by state or federal law.

While SB 12 is mostly prohibitory (i.e., it says what school districts, employees, **contractors** must not do), it also includes several requirements for policies, procedures, and reporting. Here are the relevant obligations (especially for **service providers**, **contractors**, employees, and the school districts with which they contract):

1. Policy and Procedure on Discipline for Violations

- School districts must adopt a written policy and procedure for disciplining (including termination) any employee or **contractor** who intentionally or knowingly engages in or assigns DEI duties.
- The district must provide both a **physical and electronic copy** of that policy and procedure to each district employee or **contractor**.
- The policy must include due process and opportunity to appeal disciplinary actions, including termination, in the same way other disciplinary actions are handled.

2. Prohibition on Contractors / Volunteers from Engaging in DEI Duties

- Contractors and volunteers are explicitly covered: not only employees. If a contractor or volunteer performs DEI duties for the district, that is prohibited (unless required by state or federal law).

3. Reporting Violations in “Social Transitioning” Cases

- “Social transitioning” is defined in the bill (use of pronouns, name, or gender expression different from assigned sex at birth).
- If there is a suspected violation of the policy that prohibits assisting students in social transitioning, a parent or employee may report it to the school board.
- If the school board determines that a district employee has assisted a student with social transitioning in violation of the policy, the board must **immediately report** (to the commissioner of education) the violation.

4. Grievance Reporting

- Districts must adopt a grievance procedure for violations of the new rights or duties under SB 12. This includes complaints/grievances from parents regarding violations by districts or district employees/**contractors**.
- The district must annually submit a report to the agency (TEA) on grievances filed during the preceding year, including for each grievance how it was resolved and any corrective action taken.

THIS PAGE MUST BE COMPLETED AND RETURNED IN YOUR RESPONSE

What Contractors / Service Providers Should Watch For / Do:

Given the law's scope:

- Review contracts to ensure that **contractors** are **not asked or expected** to perform DEI duties that are now prohibited (unless the duty is mandated by state or federal law).
- Ensure **contractors** are given the policy and procedure on disciplinary actions, including termination, if they intentionally/knowingly violate the prohibition.
- Be aware that **contractors** (like employees) may be subject to discipline or termination under the district's policy if they engage in DEI duties.
- Understand the definitions in the law so you can identify what counts as a DEI duty (e.g., providing DEI training, creating programs referencing race/gender identity/sexual orientation).

Acknowledgement of Applicant:

The applicant below acknowledges advisement of the prohibitions under SB 12 regarding DEI duties and has received a physical and electronic copy of the Hurst-Euleless-Bedford ISD's policy and procedure for disciplining (including termination) any employee or **contractor** who intentionally or knowingly engages in or assigns DEI duties.

Specifically, the undersigned agrees and/or acknowledges that (initial each box to indicate agreement and/or acknowledgement):

☐

Contractor is aware of Texas Senate Bill 12, effective September 1, 2025, including definitions and prohibitions on DEI-duties;

☐

Contractor and its employees, subcontractors, volunteers will not perform any DEI duties as defined in SB 12, except as required by state or federal law;

☐

Contractor has reviewed HEB ISD's SB12 policy and procedure, and agrees to comply with all requirements, including disciplinary provisions;

☐

Contractor will immediately notify HEB ISD in writing if asked to provide services/materials/programs/training/statements that may violate SB 12, and;

☐

Contractor affirms that all representations made herein are correct and intentional or knowing false certification may result in contract termination or other remedies.

Name (First, Middle, Last)

Date of Birth

Address (House/Unit # and Street Name)

Address (City, State, Zip Code)

County

Signature

Date Signed

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